

1994 ANNUAL TOWN REPORT

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ANNUAL REPORTS

OF THE

Selectmen, Treasurer, Road Agents

AND

Board of Education

OF THE

TOWN OF PEMBROKE,

FOR THE YEAR ENDING FEBRUARY 15, 1894.

NASHUA, N. H.:

GAZETTE PRESS COMPANY, BOOK AND JOB PRINTERS,
1894.

Department Addresses & Phone Numbers

DEPARTMENT	ADDRESS	PHONE NUMBER
TOWN HALL	311 Pembroke Street	485-4747
Assessor Board of Selectmen Town Administrator Tax Collector Town Clerk Treasurer Welfare Director Planning and Land Use Planner Code Enforcement Officer Zoning Board of Adjustment Planning Board Checklist Supervisors Roads Commission Cemetery Commission Trustees of the Trust Funds Conservation Commission Recreation Commission Budget Committee Recycling Committee		
AMBULANCE (Tri-Town Volunteer)	Central Street	EMERGENCY 624-2323
COMMUNITY ACTION PROGRAM	155 Main Street	485-7824
FIRE DEPARTMENT	247 Pembroke Street	EMERGENCY 225-3355 all other 485-3621
HIGHWAY DEPARTMENT	8 Exchange Street	485-4422
LIBRARY	261 Pembroke Street	485-7851
POLICE DEPARTMENT	4 Union Street	EMERGENCY 485-3421 all other 485-9173
SCHOOL DEPARTMENT		
Superintendent	267 Pembroke Street	485-5187 & 485-5188
Pembroke Academy	209 Academy Road	485-7881
Three Rivers School	Academy Road	485-9539
Hill School	300 Belanger Drive	485-9000
Village School	High Street	485-1807
SEWER DEPARTMENT	P.O. Box 138	EMERGENCY 485-5600
Billing & Service	485-8658	
WATER WORKS	212 Main Street	485-3362

Town of
Pembroke
New Hampshire



Annual Report

of the Board of Selectmen,
School Board, Officers,
Trustees, Agents and
Committees

Together with the Reports of other Officers
of the Town for the Fiscal Year

Ending December 31 , 1994

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OUTSTANDING CITIZEN OF THE YEAR
1994
PATRICIA A. FAIR



Patricia A. Fair and John B. Goff, Chairman of the Board of Selectmen.

Town Officials, Boards, Committees & Commissions

BOARD OF SELECTMEN Meetings: Mondays, 7:00 p.m. John B. Goff 1995 Armand "Tom" Martel 1996 Gerald R. Belanger 1997 David L. Stack, Town Administrator	ASSESSOR Donald Dollard, CRA, CNHA Isabelle Racine, Assistant Assessor
	PLANNING AND LAND USE Michael Toepfer, Director John Freeman, Code Enforcement Officer
FIRE DEPARTMENT Richard Chase, Chief John Theuner, Asst. Chief Harold Paulsen, Dep. Chief	TRUSTEES OF THE TRUST FUNDS Janice Edmonds 1995 Gerard Fleury 1996 Andre St. Germain 1997
TOWN CLERK James F. Goff 1995 Elaine A. Couturier, Deputy	TAX COLLECTOR Nancy B. Clifford, CTC Isabelle Racine, Deputy
TREASURER Jane P. Bates 1995	EMERGENCY PREPAREDNESS Larry W. Young, Sr.
HIGHWAY DEPARTMENT Henry Malo, Road Agent Mike Baum, Foreman	POLICE DEPARTMENT Thomas F. Iverson, Jr., Chief Wayne Cheney, Deputy Chief
RECREATION COMMISSION Rose Galligan, Chair 1996 David Seavey 1995 Greg Goff 1995 Robert Musil 1996 Michelle Carvalho, Sec. 1997	CEMETERY COMMISSION Howard Robinson, Chair 1995 William Stanley, Vice Chair 1995 Ben Bailey 1996 Kenneth Fowler 1996 James Garvin 1997
MODERATOR Thomas E. Petit 1996 ASSISTANT MODERATOR Charles Mitchell	BOARD OF HEALTH Dr. Vincent Greco, Health Officer
LIBRARY TRUSTESS Elaine Mills, Chair 1996 Kathleen Weisiger 1995 Linda Fenn 1995 Virginia Batchelder, Librarian	SUPERVISORS OF THE CHECKLIST Voter Registration 8 a.m. - 4 p.m. Mon. - Fri. & 5 - 7 p.m. Thurs. Barbara Payne, Chair 1996 Celeste Borgman 1998 Roland Young, Jr. 2000

Town Officials, Boards, Committees & Commissions			
ROADS COMMISSION		WATER COMMISSION	
Floyd Smith , Chair	1997	Michael Bobblis, Chair	1995
Thomas Dyke	1995	Helen Petit	1996
Mark LePage	1996	William Stanley	1997
Brian Tufts, Planning Board Rep.		Armand Nolin	1998
Henry Malo, Road Agent		Maurice Lavoie	1999
BUDGET COMMITTEE		ECONOMIC DEVELOPMENT COMMITTEE	
James Fenn, Chair	1995	Cheryl Tufts, Chair	1996
Charles Fowler, Jr., Vice Chair	1995	Patricia Laughlin, Vice-Chair	1996
Daryl Borgman	1995	Michael Duffy	1995
David Freeman-Woolpert	1996	Thomas Hebert	1995
John Fillmore, Jr.	1996	Barbara Lewis	1995
Regina Baxter	1996	Robert Baxter	1996
Jacqueline Thompson	1997	Joseph Brigham	1997
James Van Nest	1997	Rachel Eames	1997
Michael Duffy	1997	John Goff, Selectmen's Rep.	
Gerard Fleury, School Board Rep.		Normand Provencher, Planning Board	
Gerald Belanger, Selectmen's Rep.		Charles Fowler, Jr., Budget Com.	
Susan Gifford, Recording Secretary			
PLANNING BOARD		CONSERVATION COMMISSION	
Meetings		Gordon Riedesel, Chair	1995
2nd & 4th Tues. of the month, 7 p.m.		Carl Hoffman	1995
Brian Tufts, Chair	1996	Thomas Beaulieu	1996
Normand Provencher, Vice-Chair	1997	Andrew Thomas	1996
Mark LePage	1995	Read Parmenter	1997
Cindy Lewis	1995	Jo-Ann Belanger	1997
Richard Kelsea	1996	Susan Seidner	1997
Paula Kudrick	1997		
Armand "Tom" Martel Selectmen's Rep.		Alternates	
		Robert Pelfy	1997
Alternates		ZONING BOARD OF ADJUSTMENT	
Charles Schmidt	1995	Meetings:	
Fay Donaghey	1995	by notice, 7 p.m., Wednesdays	
Christopher McNamara	1996	Vincent Flewelling, Chair	1995
William Byrne	1997	Bill Bonney, Vice-Chair	1995
George Fryer	1997	Read Parmenter	1996
Michael Toepfer, Town Planner		Margaret Bowden	1996
		David Reed	1997
SEWER COMMISSION		Alternates	
Paulette Malo, Chair	1995	Bruce Kudrick	1997
Roger Martin	1996	Susan Gifford, Recording Secretary	
Raymond Martin	1997		

**MINUTES OF THE ANNUAL TOWN MEETING
TOWN OF PEMBROKE
MARCH 8, 1994**

The meeting was opened at 10:00 a.m. by Moderator Petit with a moment of prayer.

A motion was made to read and act on Articles #1 and #2 and the remaining articles to be acted upon at the deliberative session on March 12.

MOVED: Redmond Carroll

SECONDED: Chester Martel

VOTE ON MOTION: YES

MOTION ACCEPTED

Moderator Petit read Articles #1 and #2.

ARTICLE #1: To choose all necessary officers for the year ensuing.

*Denotes elected

Town Clerk for one year:
James F. Goff 500*

Town Moderator for two years:
Thomas E. Petit 504*

Town Treasurer for one year:
Patricia K. Tullgren 455*

Selectman for three years:
Gerald R. Belanger 309*
Chester R. Martel 133
David A. Sheldon, Jr. 112

Sewer Commissioner for three years:
Raymond P. Martin 466*

Water Commissioner for five years:
Maurice L. Lavoie 491*

Library Trustee for three years:
Mildred "Millie" Elwell 477*

Trust Fund Trustee for three years:
Andre O. St.Germain 450*

Checklist Supervisor for six years:

**No one filed for this office

Roland Young, Jr. 177 write-in votes*

ARTICLE #2: Are you in favor of the adoption of the Amendment to the existing Zoning Ordinance as proposed by the Planning Board, and amending the Code of the Town of Pembroke by deleting and repealing Chapter 143 thereof, Zoning and replacing it with a new Chapter 143, to be entitled Zoning.? The amendment consists of a comprehensive update and rewriting of the existing Zoning Ordinance. It is proposed that the numerous changes be considered and voted upon as a single amendment. Failure to adopt the amendment will leave the existing Zoning Ordinance as it is presently worded and configured.

YES 225

NO 250

ARTICLE #2 DEFEATED

**MINUTES OF THE ANNUAL TOWN MEETING
TOWN OF PEMBROKE
MARCH 12, 1994
DELIBERATIVE SESSION**

Moderator Petit opened the meeting at 10:05 a.m. with a moment of prayer. The registered voters have been checked in with the Checklist Supervisors and the moderator gives the results of the official ballot.

A motion was made to proceed with the meeting and not read the Warrant.

MOVED: Gerald Fleury

SECONDED: Nancy Clifford

VOTE ON MOTION: YES

MOTION ACCEPTED

ARTICLE #3: To see if the Town will vote to raise and appropriate the sum of three million two hundred sixty-five thousand dollars (\$3,265,000) for the construction of an extension of the sewer system to the Route 106 commercial area; to borrow in the name of the Town by the issue of serial notes or bonds, in accordance with provisions of the Municipal Finance Act (RSA Chapter 33) and amendments thereto and any other statute thereto enabling a sum not exceeding three million two hundred sixty-five thousand dollars (\$3,265,000) and to authorize the Selectmen to determine the time and place of payment and rate of interest on such notes or bonds and to take other such action as may be necessary to effect the issuance and sale of such bonds or notes; to authorize the Selectmen to apply for, negotiate, contract for, seek, and do all other things necessary to obtain such federal and state grants and aid, contribution and assistance as may be available for the construction of an extension of the sewer system, and to adopt any vote relating thereto; and to authorize the Selectmen to do all things necessary or convenient to carry the foregoing into effect, including without limitation the employment of engineers and the execution in the name of the Town of a contract or contracts for the construction of an extension to the sewer system as aforesaid. The Board of Selectmen and Budget Committee recommend this appropriation. (2/3 ballot vote required)

MOVED: Patricia Fair

SECONDED: John Goff

After much discussion Roger Martin moved the question. Seconded by Oscar Plourde.

VOTE TO PROCEED WITH THE BALLOTING: YES

Moderator Petit opened the polls at 10:55 a.m. After all registered voters in attendance had a chance to vote, the polls were closed at 11:57 a.m. The results were then announced.

251 Ballots cast YES 204 NO 43 VOID 4 ARTICLE #3 ADOPTED

There was a motion made to delay action on Articles #4 through #14 until the polls closed on Article #3.

MOVED: John Goff

SECONDED: Floyd Smith

VOTE: YES

MOTION ACCEPTED

ARTICLE #15: To see if the Town will vote to retain ownership of the land and building located at 2 Exchange Street, Tax Map VW, Lot 228, for use by the Town and the Town Highway Department, per RSA 30:30, V. The property was acquired for non-payment of taxes in 1993.

MOVED: Henry Lewis

SECONDED: Isabelle Racine

VOTE: YES

ARTICLE #15 ADOPTED

ARTICLE #16: To see if the Town will vote to convey ownership of a parcel of land designated on the tax assessor's map as Map VW, Lot 67, to the abutters, Robert R. Fournier and James and Linda Fenn, in consideration of payment by the purchasers of the sum of \$1.00 and all costs incurred in connection with the transfer, including costs of preparing a survey and deed and the Town's legal costs, and to authorize the Board of Selectmen to take all steps necessary to transfer the land.

MOVED: John Goff

SECONDED: Henry Lewis

VOTE: YES

ARTICLE #16 ADOPTED

ARTICLE #17: To see if the Town will vote to authorize the Board of Selectmen to accept the dedication of any street shown on a subdivision plat, site plan, or street plat approved by the Planning Board, provided that such street has been dedicated by the landowner and constructed to applicable Town specifications as determined by the Board of Selectmen or its agent, per the provisions of RSA 674:40-a.

MOVED: Armand "Tom" Martel

SECONDED: James Fenn

VOTE: YES

ARTICLE #17 ADOPTED

ARTICLE #18: To see if the Town will authorize the Board of Selectmen to convey any real estate acquired by the Town by tax collector's deed. Such conveyance shall be by deed following a public auction, or the property may be sold by advertised sealed bids, or may be otherwise disposed of as justice may require, pursuant to RSA 80:80. This authorization will last indefinitely, until specific rescission of such authority.

MOVED: John Goff

SECONDED: Dale Robinson

VOTE: YES

ARTICLE #18 ADOPTED

ARTICLE #19: Shall the Town accept the provisions of RSA 31:95-b providing that any town at an annual meeting may adopt an article authorizing indefinitely, until specific rescission of such authority, the Board of Selectmen to apply for, accept and expend, without further action by the town meeting, unanticipated money from a state, federal, or other governmental unit or a private source which becomes available during the fiscal year?

MOVED: Richard Chase

SECONDED: Brian Lemoine

There was a motion made to amend the article by adding "of Pembroke" after each spot "Town" is written.

MOVED: Charles Hamilton

SECONDED: David Richards

After a lengthy discussion, a vote was taken on the amendment.

VOTE: NO

AMENDMENT TO ARTICLE #19
DEFEATED

VOTE ON ARTICLE #19 AS WRITTEN: YES

ARTICLE #19 ADOPTED

ARTICLE #20: Shall the Town accept the provisions of RSA 202-A:4 (c) providing that any town at an annual meeting may adopt an article authorizing indefinitely, until specific rescission of such authority, the Public Library Trustees to apply for, accept and expend, without further action by the town meeting, unanticipated money from a state, federal, or other governmental unit or a private source which becomes available during the fiscal year?

MOVED: Charles Fowler, Jr.

SECONDED: Gil Delorie

VOTE: YES

ARTICLE #20 ADOPTED

ARTICLE #21: To see if the Town will vote to authorize the Board of Selectmen to accept, on behalf of the Town, gifts, legacies, and devises made to the Town in trust for any public purpose, as permitted by RSA 31:19.

MOVED: Roy Annis, Jr.

SECONDED: Charles Fowler, Jr.

VOTE: YES

ARTICLE #21 ADOPTED

ARTICLE #22: Shall the Town accept the provisions of RSA 33:7 providing that any town at an annual meeting may adopt an article authorizing indefinitely, until specific rescission of such authority, the Board of Selectmen to issue tax anticipation notes?

MOVED: David Freeman-Woolpert

SECONDED: Roy Annis, Sr.

VOTE: YES

ARTICLE #21 ADOPTED

There was a motion made to defer action on Article #23 until the polls closed on Article #3.

MOVED: John Goff

SECONDED: Floyd Smith

VOTE ON MOTION: YES

MOTION ACCEPTED

ARTICLE #24: To hear the reports of auditors, agents and committees or of officers heretofore chosen, and to pass any vote relating thereto.

There was a motion made to accept the reports in the 1993 Pembroke Town Report.

MOVED: John Goff

SECONDED: Armand "Tom" Martel

VOTE ON MOTION: YES

MOTION ACCEPTED

ARTICLE #25: To transact any other business that may legally come before said meeting. Steve Fowler spoke about the efforts of the Pembroke-Allentown Old Home Day and asked for more volunteer support.

Fire Chief Richard Chase spoke of the importance of numbering each home so that the emergency services will be able to find each location quickly.

Florence Woods representing the Budget Committee presented Patricia Fair with a gift and thanked her for her many years of service on the Pembroke Budget Committee.

Selectman John Goff presented a distinguished service award to Dr. Vincent E. Greco for his thirty years of service to the Town of Pembroke as Health Officer. Recognition was given to Patricia Fair as Pembroke's 1994 Outstanding Citizen.

The polls closed for Article #3 at 11: 57 a.m. and action resumed Article #4.

There was a motion made to act on Article #4 after Article #6.

MOVED: John Goff

SECONDED: Armand "Tom" Martel

VOTE ON MOTION: YES

MOTION ACCEPTED

ARTICLE #5: To see if the Town will vote to raise and appropriate the sum of twenty thousand dollars (\$20,000) to construct four tennis courts at Pembroke Academy. This will be a non-lapsing account per RSA 32:3, VI and will not lapse until the courts are completed or in two years, whichever is less. This appropriation will be used in addition to the \$50,000 that was raised at the 1993 Town Meeting. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: John Goff

SECONDED: James Fenn

VOTE: YES

ARTICLE #5 ADOPTED

ARTICLE #6: To see if the Town will vote to raise and appropriate the sum of sixty-five thousand dollars (\$65,000) to be added to the Town Equipment Capital Reserve Fund previously established. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: Henry Lewis

SECONDED: Shirley Whittemore

VOTE: YES

ARTICLE #6 ADOPTED

ARTICLE #4: To see if the Town will vote to appropriate a sum not to exceed one hundred ten thousand dollars (\$110,000) to purchase a large dump truck/plow and a sidewalk plow and to authorize the withdrawal of a sum not to exceed one hundred ten thousand dollars (\$110,000) from the Town Equipment Capital Reserve Fund created for this purpose. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: Floyd Smith

SECONDED: Elaine Couturier

VOTE: YES

ARTICLE #4 ADOPTED

ARTICLE #7: To see if the Town will vote to raise and appropriate the sum of sixty thousand dollars (\$60,000) to be added to the Fire Equipment Capital Reserve Fund previously established. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: Charles Hamilton

SECONDED: Henry Lewis

VOTE: YES

ARTICLE #7 ADOPTED

ARTICLE #8: To see if the Town will vote to raise and appropriate the sum of ten thousand dollars(\$10,000) to be added to the Solid Waste Facility Closure Capital Reserve Fund previously established. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: James Fenn

SECONDED: Brian Tufts

VOTE: YES

ARTICLE #8 ADOPTED

ARTICLE #9: To see if the Town will vote to raise and appropriate the sum of ten thousand dollars (\$10,000) to be added to the Library Renovation/Construction Capital Reserve Fund previously established. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: Armand "Tom" Martel

SECONDED: Florence Woods

VOTE: YES

ARTICLE #9 ADOPTED

ARTICLE #10: To see if the Town will vote to raise and appropriate a sum not to exceed five thousand five hundred dollars (\$5,500) to repair the wall at the Buck Street Cemetery and to authorize the withdrawal of a sum not to exceed five thousand five hundred (\$5,500) from the Cemetery Improvement Capital Reserve Fund created for this purpose. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: John Goff

SECONDED: Patricia Fair

VOTE: YES

ARTICLE #10 ADOPTED

ARTICLE #11: To see if the Town will vote to establish a Capital Reserve Fund under the provisions of RSA 35:1 for the future construction/renovation costs of the Pembroke Highway Garage and to raise and appropriate the sum of five thousand dollars (\$5,000) to be placed in this fund. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: Henry Lewis

SECONDED: Floyd Smith

VOTE: YES

ARTICLE #11 ADOPTED

ARTICLE #12: To see if the Town will vote to raise and appropriate the sum of two thousand five hundred dollars (\$2,500) and contribute that sum towards the restoration of the Town Clock. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: Elaine Couturier

SECONDED: Shirley Whittemore

VOTE: YES

ARTICLE #12 ADOPTED

ARTICLE #13: To see if the Town will vote to raise and appropriate the sum of five thousand dollars (\$5,000) to be used for the purchase of furniture and equipment for a room at the Concord Regional Visiting Nurse Association Hospice House. The Board of Selectmen and Budget Committee recommend this appropriation. (Majority vote required)

MOVED: Patricia Fair

SECONDED: Florence Woods

VOTE: YES

ARTICLE #13 ADOPTED

ARTICLE #14: To see if the Town will vote to discontinue the Land Acquisition Capital Reserve Fund created in 1988. (Majority vote required)

MOVED: John Goff

SECONDED: Gordon Riedesel

VOTE: YES

ARTICLE #14 ADOPTED

ARTICLE #23: To see if the Town will vote to raise and appropriate the sum of \$3,267,283 which represents the operating budget. Said sum does not include special articles addressed

There was a motion made to see if the Town will amend the budget by \$51,890.00 by adding the funds from the former Land Acquisition Trust Fund discontinued in Article #14. The funds will be listed as Land Acquisition Funds and, if not used for Land Acquisition in 1994, will lapse into the existing Conservation Fund

MOVED: Gordon Riedesel

SECONDED: Roy Annis, Jr.

Gordon Riedesel, Conservation Commission Chair explained that the relocation of these funds does not change the bottom line of the budget.

VOTE ON AMENDMENT: YES

AMENDMENT TO ARTICLE #23
ACCEPTED

There was a motion made to amend the budget by adding \$15,650.00 to LINE #4312 HIGHWAY DEPARTMENT.

MOVED: John Goff

SECONDED: Armand "Tom" Martel

VOTE ON AMENDMENT: YES

AMENDMENT TO ARTICLE #23
ACCEPTED

There was a motion made to amend LINE #4220 PUBLIC SAFETY - FIRE DEPARTMENT by adding the sum of \$2,000.00 to participate in formation of Capitol Area Regional HAZ-MAT Team. LINE #4220 will then read \$123,029.00.

MOVED: Fire Chief Richard Chase

SECONDED: Harold Paulsen

VOTE ON AMENDMENT: YES

AMENDMENT TO ARTICLE #23
ACCEPTED

VOTE ON AMENDED ARTICLE #23. Bottom line of the proposed budget now reads \$3,336,823.00.

VOTE: YES

AMENDED ARTICLE #23 ADOPTED

There being no further business, a motion was made to adjourn.

MOVED: Henry Lewis

SECONDED: Frederick Walker

VOTE: YES The meeting was adjourned at 12:58 p.m.

Respectfully submitted
James F. Goff
Town Clerk
Pembroke, NH

MESSAGE FROM THE BOARD OF SELECTMEN

The Board of Selectmen dealt with a wide range of challenges in 1994; from the consideration of the relocation of a single streetlight to the supervision of the bidding and construction of the \$2,600,000 Route 3/106 Sewer Extension Project.

The Route 3/106 Sewer Extension Project is well underway. The contractor, L.K. Ladd, was able to take advantage of the mild weather and to date approximately 44% of the main line pipe has been laid in the ground. Roger Martin, Sewer Commissioner, has donated a large amount of his time monitoring the project for the Town. We are already seeing interest in locating on Route 106 from developers, and Mike Toepfer, Planning & Land Use director, and our Economic Development Committee are hard at work meeting with these developers and seeking out others. As the voters have agreed, this project is vital to the future economic well-being of the Town.

Enhanced 911 is scheduled to go on line throughout the State of New Hampshire in July and Isabelle Racine, Assistant Assessor has worked hard and is working closely with NYNEX to make the street address changes and adjustments necessary to make the system work.

The Town hired a consultant to reassess all of the utility properties in the Town. When his research and field work was done, we saw a \$9,000,000 total increase in utility values. Pembroke is one of approximately twenty towns and cities that hired this same consultant. The advantage of this is that by using the same consultant and attorney, we can all share the costs of defending these values at the NH Board of Tax and Land Appeals and Superior Court if and when the utilities file for abatements.

Our joint loss management committee continues to do a terrific job combatting the occurrence of on the job accidents. Through their efforts, and the efforts of our employees, the Town received \$70,000 back from comp insurance carrier for having a minimum amount of claims.

In the Fall, the Town brought back the Household Hazardous Waste Collection Day program. The last collection day was held in 1992 and it was evident that the program was missed. This was the first year that we planned the day ourselves and we are continuing to work on making the program work more efficiently and make it more cost effective. For example, we saw a large amount of latex paint deposited and since this type of paint is considered to be non-hazardous, it will not be accepted in 1995.

In November, the Board held a ceremony and reception to honor those employees that have reached five, ten, and fifteen year employment milestones with the Town of Pembroke. We value the experience that these employees lend to our municipal operation and the Board plans to make the recognition ceremony and reception an annual event.

Our new Police Chief Thomas Iverson observed his one year anniversary of employment at the end of December. Chief Iverson has had a very positive impact on the operation of the Police Department, and as those of you that commute in the morning on Pembroke Street can attest, he has his officers out there and visible. Under his guidance, the department has instituted our own DARE program and Scott Lane has been named as DARE officer develop the program and to combat the challenges and negative effects that drugs have on our children.

In 1995, the Board of Selectmen will continue to support the efforts of the Economic Development Committee in actively working toward attracting business and economic growth to the Town not only to increase the tax base but to also create jobs; meet with the School Board and Budget Committee on a regular basis to discuss concerns and common goals; design and put out to bid the Town Hall 2nd floor meeting room project; develop an RFP and select a firm to conduct the Police Station and Highway Garage architectural studies; perform cleanup of old fuel tank site at Highway Garage once the plan is approved by the State; and study options for the use of the Buck Street Schoolhouse among other projects and initiatives.

Finally, the Board would like to thank all Town employees and all of the volunteers that serve on Town boards, committees, and commissions. It is the only way we are able to conduct an efficient and fiscally sound municipal operation. The high caliber of volunteers and employees is a subject for much discussion throughout the year. The Board receives favorable comments on a weekly basis from residents and others who utilize Town services.

"Working Together in '95" is the theme we have adopted and we invite those of you who have considered volunteering in the past, but have not, to make this the year that you join the team.

Board of Selectmen



1994 Service Awards

Glenn Northrup, 5 years; Henry Malo, 18 years; Elaine Couturier, 5 years; Larry Houghton, 15 years; Isabelle Racine, 15 years; Wayne Cheney, 15 years; Pamela Allgeyer, 15 years.

ASSESSOR'S REPORT

After all the bustle of doing an assessment update in 1993, 1994 was rather calm. Now, with a year behind us we can get a better feel of how close to fair market value we came. The Department of Revenue Administration has just verified the town, as a whole, is at 104% and I'm very pleased with this result as the range is quite tight.

We also see some renewed activity in new construction and remodeling which gives encouragement to all.

Again, I wish to express my sincere appreciation to all the staff for their continued outstanding support and to the many taxpayers encountered for their pleasant courtesies.

Respectfully submitted,
Donald W. Dollard, CRA, CNHA
Assessor, Town of Pembroke

1994 TAX RATE COMPUTATION

Total Town Appropriations	\$6,894,823.00
Less Revenue	5,228,710.00
Add Overlay	182,645.00
Add War Service Credits	<u>46,700.00</u>
Net Town Appropriation	\$1,895,458.00
Net School Appropriation	5,408,321.00
Net County Appropriation	<u>430,077.00</u>
Total of Town, School and County	\$7,733,850.00
Less War Service Credits	<u>46,700.00</u>
Total Property Tax Commitment	\$7,687,156.00
 TAX RATE - APPROVED BY DRA	 \$35.37

SUMMARY INVENTORY OF VALUATION

DESCRIPTION OF PROPERTY

1994 VALUATION

VALUE OF LAND ONLY:

Current Use	\$966,750.00
Conservation Restriction	900.00
Residential	60,750,600.00
Commercial/Industrial	<u>8,411,500.00</u>

Total of Taxable Land	\$70,129,750.00
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VALUE OF BUILDING ONLY:

Residential	\$116,639,500.00
Manufactured Housing	1,387,700.00
Commercial/Industrial	<u>19,151,750.00</u>

Total of Taxable Buildings	\$137,178,950.00
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PUBLIC UTILITIES:

Gas	\$2,997,249.00
Electric	6,256,651.00
Nynex/Cable	<u>3,853,193.00</u>

VALUATION BEFORE EXEMPTION

EXEMPTIONS:

Blind Exemption - 8	\$120,000.00
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Elderly Exemptions - 46	\$1,640,000.00
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TOTAL DOLLAR AMOUNT OF EXEMPTIONS	<u>\$1,760,000.00</u>
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NET VALUATION ON WHICH THE TAX RATE IS COMPUTED	\$218,655,793.00
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COMPARATIVE STATEMENT OF APPROPRIATIONS AND EXPENDITURES IN 1994

<u>TITLE OF APPROPRIATION</u>	<u>APPROPRIATIONS</u>	<u>EXPENDITURES</u>	<u>UNEXPENDED BALANCE</u>	<u>OVERDRAFTS</u>
Executive	184,724	183,184	1,540	
Elec., Reg. & Vital Stat.	43,768	44,451		683
Financial Administration	122,816	118,058	4,758	
Planning and Zoning	88,656	85,193	3,463	
Cemeteries	9,303	11,733		2,430
Other General Government	178,214	167,826	10,388	
Police	513,760	521,137		7,377
Fire	123,029	117,580	5,449	
Emergency Preparedness	434	412	22	
Highways and Streets	381,927	343,347	38,580	
Road Construction/Maint	282,250	284,288		2,038
Fleet Maintenance	46,493	44,804	1,689	
Solid Waste Disposal	252,150	256,396		4,246
Water Services	302,500	302,500		
Sewer Commission	210,561	210,561		
Public Health	39,083	39,072	11	
Welfare Department	86,973	72,324	14,649	
Parks and Recreation	56,713	54,868	1,845	
Library	38,316	38,548		232
Patriotic Purposes	4,000	4,750		750
Conservation Commission	52,765	52,765		
Economic Development	7,400	1,886	5,514	
Principal-Long Term Bonds	165,000	165,000		
Interest-Long Term Bonds	42,488	41,652	836	
Interest on TAN	112,500	100,621	11,879	
Capital Outlay	3,395,000	3,390,495	4,505	
Payments-Cap. Reserve Fund	150,000	150,000		
TOTALS	6,890,823	6,803,451	105,128	17,756
NET BALANCE OF APPROPRIATIONS.....				87,372

**LONG TERM INDEBTEDNESS
AS OF 12/31/94**

Purpose:	Sewer Plant		Route 106 Water Extension			
Amount:	3,042,000		240,000			
Year:	1971		1985			
Interest:	5.10%		8.5%			
					TOTAL	
Maturities	Princ.	Int.	Princ.	Int.	Princ.	Int
1995	100,000	33,150	20,000	850	120,000	34,000
1996	100,000	28,050			100,000	28,050
1997	100,000	22,950			100,000	22,950
1998	100,000	17,850			100,000	17,850
1999	100,000	12,750			100,000	12,750
2000	100,000	7,650			100,000	7,650
2001	100,000	2,550			100,000	2,550
TOTAL	700,000	124,950	20,000	850	720,000	125,800

AUDIT OF TOWN FINANCIAL STATEMENTS YEAR ENDING DECEMBER 31, 1993

February 16, 1994

Board of Selectmen
Town of Pembroke
Pembroke, NH 03275

We have audited the accompanying general purpose financial statements of the Town of Pembroke, New Hampshire, as of December 31, 1993 and for the year then ended. These general purpose financial statements are the responsibility of the Town's management. Our responsibility is to express an opinion on these general purpose financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the general purpose financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the general purpose financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall general purpose financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

The general purpose financial statements referred to in the first paragraph does not include the Pembroke Water Works (enterprise fund), which should be included to conform with generally accepted accounting principles. The omitted fund has assets, liabilities, revenues and expenditures of \$1,626,051, \$162,123, \$336,234 and \$316,564 respectively.

As more fully described in Note 1, the combined financial statements do not include the general fixed assets account group which should be included to conform with generally accepted accounting principles. The amount that should be recorded in the general fixed assets account group is not known.

As described more fully in Note 10 to the financial statements, the Town does not accrue the current portion of accumulated vacation or sick pay in the General Fund in accordance with generally accepted accounting principles. The effect on the combined financial statement of this departure from generally accepted accounting principles cannot be determined.

In our opinion, except for the effect on the financial statements of the omissions described in the third and fourth paragraphs and subject to the effects of such adjustments if any, as might have been determined to be necessary had we been able to satisfy ourselves as to the matter discussed in the fifth paragraph, the combined financial statements referred to above present fairly in all material respects, the financial position of the Town of Pembroke, New Hampshire as at December 31, 1993 and the results of its operations and cash flows of its proprietary fund types for the year then ended in conformity with generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the general purpose financial statements taken as a whole. The accompanying combined and individual fund financial statements listed as supporting schedules in the table of contents are presented for purposes of additional analysis and are not a required part of the general purpose financial statements of the Town of Pembroke, New Hampshire. Such information has been subjected to the auditing procedures applied in the audit of the general purpose financial statements and, in our opinion, is fairly stated in all material respects in relation to the general purpose financial statements taken as a whole.

Respectfully submitted,
MASON & RICH, P. A.

MANAGEMENT LETTER

February 16, 1994

Selectmen
Town of Pembroke
Pembroke, New Hampshire 03275

In planning and performing our audit of the financial statements of the Town of Pembroke, New Hampshire for the year ended December 31, 1993 we considered the Town's internal control structure to determine our auditing procedures for the purpose of expressing an opinion on the financial statements and not to provide assurance on the internal control structure.

However, during our audit we became aware of several matters that are opportunities for strengthening internal controls and operating efficiency. The memorandum that accompanies this letter summarizes our comments and suggestions regarding those matters. This letter does not affect our report dated February 16, 1994 on the financial statements of the Town of Pembroke, New Hampshire.

We will review the status of these comments during our next audit engagement. We have already discussed many of these comments and suggestions with various Town personnel and we will be pleased to discuss them in further detail at your convenience, to perform any additional study of these matters or to assist you in implementing the recommendations.

Respectfully submitted,
MASON & RICH, P. A.

General:

The Town has made significant improvements in reconciling the manual records to the computer system. The Treasurer and the Bookkeeper have been reconciling the cash accounts to the computer system on a regular basis. Adjustments and corrections as needed have been made on a regular basis. The prior year balances for accounts receivable, accounts payable, etc. were reversed in the current year. Abatements have been posted to the computer system. Except for the Sewer Department, all the books and records were available for our use on a timely basis.

SEWER FUND

Finding - In the course of performing our examination, we noted that detailed depreciation schedules for the Sewer Fund have not been maintained. Under the method currently used by the Town, if an asset classification had a ten year life, the balance in the classification is multiplied by 10%. However, under this method assets are over depreciated as fully depreciated assets are not removed from the general ledger as they become fully depreciated. For example, assume an asset classification with a ten year useful life, a beginning balance of \$80,000 and a purchase of equipment of \$4,000. Assume that the \$80,000 was purchased over ten years ago and has been fully depreciated.

Under the current method of depreciation, the depreciation expense for that asset classification would be \$8,400 (\$84,000 x 10%). The correct depreciation should be \$400. If not corrected, net depreciated property, plant and equipment could be grossly understated because of the overstatement of depreciation charges.

Recommendation - Management should consider recreating a detailed depreciation schedule. The schedule should be broken down into major asset classifications, i.e., distribution mains, etc. These classifications are further broken down to show the following for each asset.

1. Date Acquired
2. Brief Description of the Asset
3. Cost
4. Useful Life
5. Accumulated Depreciation at the Beginning of the Year
6. Depreciation Expense for the Current Year
7. Accumulated Depreciation at the End of the Year

Once this is done, it may be necessary to restate beginning balances for over depreciation.

Management's Comments - This recommendation has been forwarded to the Sewer Commission for its consideration.

SEWER CASH ACCOUNTS

Finding - At year end the Sewer Fund had numerous cash and investment accounts. However, only a record of the activity of the checking account was maintained on the computer. The computer reports for the checking account were not completed and up to date. It was extremely difficult to audit the books and records of the Sewer Department without a complete reconciliation of the total activity of all the accounts.

Recommendation - A summary of the activity of all cash and investment accounts must be maintained either on the computer or on a manual system in order to facilitate proper reconciliation on those accounts. The quality of the records for the Sewer Department has been an issue in the past. Since the books and records of the Sewer Department are now kept in the Town Hall, we recommend the Sewer Commissioners consider having the Town's accounting department assist in the maintenance of the Sewer Departmental records.

Management's Comments - This recommendation has been forwarded to the Sewer Commission for its consideration.

TRUST FUND

Finding - At year end, the Trustees had not transferred to the Town three years worth of income earned on investments that is to be used for the care and maintenance of the cemeteries.

Recommendation - The Trustee of the Trust Funds should pay over to the Town on an annual basis the Cemetery Trust Fund earnings on investments designated for the care of the cemeteries since the town is providing that maintenance.

Managements's Comments - The Trustees of the Trust Funds will again be sent a request asking that the proceeds be forwarded to the Town.

COMPUTER TRIAL BALANCE

Finding - The Town has the computer allocate workmen's compensation insurance to each of the departments, based on a predetermined formula. At year end there was a significant amount of insurance that had not been allocated.

Recommendation - The accruals for insurance, payroll taxes, etc. should be reviewed on a monthly basis. If the remaining balances are not correct, the allocation formula should be revised.

Management's Comments - The allocation in computer program has been updated and corrected. This will be monitored in the future.

SUPERVISORS OF THE CHECKLIST

The Supervisors of the Checklist held the seven (7) required sessions for corrections, additions, and change of parties registrations during the year of 1994.

Updated checklists were posted at the Town Hall and Town Library for anyone to look at.

Public Notices were published in the Concord Monitor for each session.

The Supervisors of the Checklist were present for the Town Meeting on March 8th. We were also present for the State Primary on September 13th and the State General Election on November 8th.

We were also in special session for the school meeting.

We were present at the School Board meeting on March 19, 1994.

Roland Young, Jr.
Barbara Payne
Celeste Borgman

TOWN CLERK REPORT

Registrations	7,094			449,473.00
Title Application Filing Fees	1,386	@	2.00ea	2,772.00
Dog Licenses Issued	697			3,771.00
Dog Fines				100.00
UCC-1 filed	141	@	15.00ea	2,115.00
attachments	41	@	4.00ea	164.00
searches	30	@	5.00ea	150.00
copies	37	@	.75ea	27.75
Tax Liens Filed	11	@	15.00ea	165.00
Marriage Licenses	41	@	45.00ea	1,845.00
Vital Records searched	60			494.00
Wetlands Applications	4	@	10.00ea	40.00
Election Filing Fees	8	@	1.00ea	8.00
	6	@	2.00ea	12.00
Pole & Wire Permit	3	@	10.00ea	30.00
Hawkers & Peddlars Permit	1	@	5.00ea	5.00
Articles of Agreement	1	@	5.00ea	5.00

TOTAL REVENUE 1994 \$461,176.75

James F. Goff,
Town Clerk

BIRTHS - 1994

Date	Place	Name of Child	Sex	Father	Mother
01/02	Concord	Dustin David Gagne	M	Kevin F. Gagne	Jacqueline S. Jones
01/12	Manchester	Chantal Elizabeth Delisle	F	Maurice G. Delisle	Carol A. Poulin
01/14	Concord	Steven Lawrence Henning	M	Gary S. Henning	Victoria J. Rodger
01/22	Concord	Jonathan Bruce Gillies	M	Bruce J. Gillies, Jr.	Debra L. Braun
01/28	Concord	Molly Rose Smith	F	Jeffrey L. Smith	Jacquine K. Palfy
02/02	Manchester	William Henry Amar	M	Matt Amar	Kathryn L. Rigali
02/03	Manchester	Jason William Pritchard	M	William F. Pritchard	Gail S. Fappiano
02/04	Manchester	Jessica Nicole Joy	F	Jamie Joy	Amy J. Woods
02/18	Manchester	Brittany Ann Daufen	F	Carl E. Daufen	Joanne M. Hawkins
02/22	Manchester	Austin Tyler McDaniel	M	Leslie J. McDaniel	Lisa M. Thornton
02/28	Concord	Alycia Anne Abbott	F	Brownlo C. Abbott, Jr.	Sylvia C. Braun
03/03	Concord	Taryn Blake Frontiero	M	Christopher T. Frontiero	Lisa M. Buckman
03/04	Concord	Crystal Marie Marsh	F	George J. Marsh	Sheri A. Chaisson
03/09	Concord	Kaitlyn Samantha Flynn	F	Kevin F. Flynn	Tracie Gallbrunner
03/31	Manchester	Cady Hayes Ringland	F	David E. Ringland	Nancy E. Hayes
04/06	Manchester	Dylan Michael Beaudet	M	David M. Beaudet	Bonnie L. Lee
04/07	Concord	Taylor Elizabeth Byrne	F	Justin B. Byrne	Valerie J. Nolin
04/10	Concord	Tyler Mark St.Gelais	M	Mark R. St.Gelais	Tammy J. Severance
04/12	Concord	Sebastien Alexandre Mehegan	M	Peter L. Mehegan	Marie E. Kilhed
04/17	Concord	Ian James Timpone	M	Thomas F. Timpone	Lucia M. Ong
04/21	Concord	Robert Spencer Jenkins	M	Richard H. Jenkins	Kathleen M. Little
04/28	Concord	Rachel Meredith Heiser	F	Richard W. Heiser	Mary A. Roberts
04/29	Concord	Ryan Matthew Murray	M	Walter L. Murray, II	Jennifer Stromberg
05/03	Concord	Benjamin Michael Hall	M	Lenard C. G. Hall	Nicol M. Timmins
05/11	Concord	Dylan James Hamel	M	Robert N. Hamel	Tina L. Ladd
05/12	Concord	Benjamin Robert Sweeney	M	Timothy P. Sweeney	Marcia A. Glidden
05/16	Concord	Dylan Marie Konn	F	Adrian B. Konn	Judy A. Faucher
05/28	Concord	Nicholas Steven Stearns	M	Steven A. Stearns	Patricia A. Tomlinson
05/29	Manchester	Tori Ashley Beaudet	F	Paul R. Beaudet	Wendy L. Brewster
06/02	Manchester	Danielle Dorothy Blais	F	James R. Blais	Rachel M. Marshall
06/02	Manchester	Hannah Marie Blais	F	James R. Blais	Rachel M. Marshall
06/15	Derry	Darian Nicole Jénkerson	F	David L. Jenkerson, Sr.	Janet M. Desfosses
06/20	Concord	Jeffrey William Roche	M	Paul T. Roche	Catherine A. Plourde
06/21	Concord	Jonathan Anthony Goodnow	M	Michael A. Goodnow	Michelle Henderson
06/27	Concord	Ma'lik Gregory Jones	M	Mark D. Jones	Keturah M. Lawrence
06/30	Manchester	Sharon Ashley Ricard	F	Robert A. Ricard	Jewel A. Young
07/05	Manchester	Amber Marie Comeau	F	Timothy A. Comeau, Jr.	Jennifer D. Leavitt
07/05	Concord	Bethany Ruth Duhaime	F	Richard R. Duhaime	Wendy A. Phillips
07/08	Concord	Angela Christine Ricci	F	Christopher J. Ricci`	Lisa A. Camelo
07/26	Concord	Kenneth John Lewis	M	Kenneth P. Lewis	Debra A. Driscoll
07/27	Concord	Jeremy David Lonsberry	M	Christopher R. Lonsberry	Tamie M. Locke
07/27	Concord	Emily Jean Minoughan	F	John O. Minoughan	Kimberley G. Kosten
07/31	Concord	Daniel Joseph Ross	M	Michael J. Ross	Stephanie R. Naylor
08/07	Concord	Seth Benjamin Leyland	M	Clark H. Leyland	Cheryl A. Coombs

BIRTHS - 1994 (cont'd)

Date	Place	Name of Child	Sex	Father	Mother
08/14	Nashua	Amanda Nicole Gagnon	F	Ricky L. Gagnon	Renelle N. Fauteux
09/04	Manchester	Dylan James Hennessey	M	Michael J. Hennessey	Kimberly A. Holt
09/08	Nashua	Charissa Dionne	F	Stephen R. Dionne	Laura Rebolledo
09/16	Manchester	Austin Miller Kennedy	M	Kevin C. Kennedy	Tammy L. Miller
09/18	Manchester	Laura Deborah Ann Pellerin	F	Roland J. Pellerin	Deborah A. Cooper
09/19	Manchester	Kathleen Devon McGrail	F	Michael D. McGrail	Laurie A. Fisher
09/20	Concord	Mark Merrick Gray	M	Mark M. Gray	Kathy A. Champagne
09/21	Concord	Melissa Fay Kukla	F	David J. Kukla	Heidi M. Volkmann
09/22	Concord	Kennedi Mae Duval	F	Brian E. Duval	Maggie M. Orr
10/11	Manchester	Ryan Robert Joseph Duprey	M	Scott C. Duprey	Rebecca L. Mulroy
10/17	Concord	Courtney Michel Giddis	F	Maurice R. Giddis	Deborah J. Wojcik
10/17	Concord	Nicholas Leonard Labbay	M	Arthur L. Labbay	Julie A. Myers
10/22	Manchester	Samantha Faye White	F	Robert J. Lagor	Shirley F. White
10/30	Concord	Madison Amanda Stewart	F	Ronald A. Stewart	Kim L. Briggs
11/04	Concord	Jacob Alexander Grotton	M	Erik J. Grotton	Donna M. Gray
11/07	Concord	Ryan Nicholas Gates	M	Reginald H. Gates	Lynn M. Noel
11/23	Concord	Thomas Zachary Ferguson	M	Geoff R. Ferguson	Christine M. Hayes
11/26	Manchester	Daniel Richard Brien, Jr.	M	Daniel R. Brien	Kristen A. Batchelder
12/05	Concord	Jessica Elizabeth Bonenfant	F	Marc E. Bonenfant	Elizabeth A. Marchand
12/12	Concord	Hannah May Jones	F	Stanley E. Jones	Wendy J. Wadman
12/20	Concord	Colin Sean Flanagan	M	Todd M. Flanagan	Teresa M. Pelkey
12/22	Concord	Caitlin Elizabeth Joyce	F	Michael F. Joyce	Tamantha Smith
12/22	Lebanon	Steven Tyler Farkas	M	Louis S. Farkas, III	Catherine L. Farkas

MARRIAGES - 1994

Date	Name	Residence	Name	Residence
01/01	Warren P. Locke	Pembroke	Eileen M. Kane	Allenstown
02/11	Anthony D. Manning	Pembroke	Holly R. Dufresne	Pembroke
02/20	Jean F. Auger	Pembroke	Christine L. Helfenstein	Pembroke
05/14	Gregory Bickford	Pembroke	Gina F. Barbieri	Pembroke
05/14	Christopher M. Rollston	Pembroke	Stacie K. Courtois	Pembroke
05/28	Harold F. Watts, Jr.	Pembroke	Joanne M. Watts	Pembroke
06/04	Ricky P. Filiau	Pembroke	Linda A. Latulippe	Bedford
06/11	Leonard E. Guest, Jr.	Allenstown	Cammy P. Lane	Pembroke
06/12	Ramon A. Arocha, II	Pembroke	Carla J. Howe	Pembroke
06/20	John E. Simpson	Pembroke	Christine Digregorio	Pembroke
06/25	Lucien J. Lesniak	Pembroke	Victoria L. Rayl	Pembroke
07/09	Michael R. Dubois	Pembroke	Christina M. Chagnon	Pembroke
07/16	John M. Farese	Allenstown	Deborah L. Charron	Pembroke
07/16	Steven R. Chapman	Pembroke	Lee A. Labelle	Allenstown
07/30	Jeffrey T. Brockstedt	Pembroke	Donna M. Raymond	Pembroke
08/03	George W. Gagne	New Jersey	Charlene A. Scott	Pembroke
08/12	Ovila B. Thayer	Pembroke	Kristin L. Bennett	Pembroke
08/13	David A. Blais, Jr.	Pembroke	Tina L. Lamb	Pembroke
08/13	Frederick J. Boelzner, Jr.	Pembroke	Karen M. Albert	Pembroke
08/13	David S. Butler	Pembroke	Jennifer L. Pebbles	Pembroke
08/13	Edward W. Steenbeke	Pembroke	Melanie M. Hooper	Pembroke
08/14	Kenneth B. Haggett	Pembroke	Joyce M. Anderson	Washington
08/20	William P. Byrne	Pembroke	Jeanne M. Labarge	Pembroke
09/03	Michael J. Carle	Pembroke	Melissa J. Gagne	Pembroke
09/03	Randy A. Harris	Pembroke	Karen L. Mayo	Pembroke
09/04	Michael D. Bills	Pembroke	Maureen A. Hardy	Pembroke
09/10	Scott A. Perry	Pembroke	Simonne J. Guest	Pembroke
09/17	Andrew J. Calise	Pembroke	Mary E. Lane	Pembroke
09/17	Vincent R. Weed	Pembroke	Leslie A. Hinchcliffe	Pembroke
09/24	Richard A. Young	Pembroke	Cynthia R. Sheltry	Pembroke
10/01	Walter S. Belanger	Pembroke	Suzanne T. Preve	Chichester
11/14	Kevin E. Linscott	Canterbury	Carin M. Courtemanche	Pembroke
11/18	Henry N. Tatro, III	Pembroke	Barbara E. Clement	Pembroke
11/22	Robert H. Grandmaison	Pembroke	Rebecca M. Evangelista	Pembroke
11/25	Russell D. Maes	Pembroke	Merlene Brusseau	Pembroke
11/25	John A. Robinson	Pembroke	Donna M. Brezosky	Pembroke
11/27	Floyd T. Smith	Pembroke	Dorothy R. Gardner	Pembroke
12/10	David B. Dodge	Pembroke	Karen M. Kula	Pembroke
12/10	Edward A. Drouse	Pembroke	Lisa M. Bailey	Pembroke
12/27	Mark R. Cassese	Pembroke	Kathy J. Kendall	Pembroke

DEATHS - 1994

Date	Place	Name	Father	Mother
01/09	Manchester	Virginia H. Alexander	Raymond P. Johnson, Sr.	Pauline E. Mayo
01/17	Concord	Raoul E. Bouley	Joseph Bouley	Eva Varin
02/10	Pembroke	Jeannette Letendre	Wilfred Gamlin	Amelia Lapete
02/17	Pembroke	Ellie D. Smith	Thomas G. Duffett	Mary Ledrew
02/25	Concord	Sam T. Sheils	Paul Sheils	Christine Nordlund
03/04	Concord	Stanley J. Sliva	Martin Sliva	Helen Lasak
03/15	Concord	Carl F. Gerhardt	Rhinehardt Gerhardt	Alice Francis
03/16	Concord	Robert T. Bacon, Sr.	James E. Bacon	Alice Green
03/19	At Sea	Willard S. Hill	Guy W. Hill	Agnes Sprague
04/03	Manchester	Armand Laliberte	Joseph Laliberte	Rosaline Henair
04/07	Manchester	Edwin D. Gardner	Charles Gardner	Edna Douglas
04/28	Concord	James R. Batchelder	James R. Batchelder	Florence J. Walker
05/08	Bedford	William T. Vann	James Vann	Grace Lynn
05/11	Concord	Blanche Amyot	Wilfred Gamlin	Amelia Lapete
05/28	Concord	Ronald M. Uebelhoer	Frank Uebelhoer	Vinta Williams
06/01	Pembroke	Leonard L. Girard	Leon Girard	Maria Raymond
06/05	Concord	Antoinette Boulet	George Beaudoin	Marie Cadrin
06/21	Pembroke	Roberta Gilbride	Richard Bradley	Eleanor Sullivan
07/01	Concord	Alvin D. Kerr	William C. D. Kerr	Ethel O. Furbeck
07/26	Pembroke	Barbara Baron	John Scanlon	Ellen Ahearn
08/12	Concord	Frank E. Adams	Frank E. Adams	Ellen N. Keane
08/27	Pembroke	George J. Valley	Hipolite Valley	Lydia Gagne
08/28	Pembroke	Donald A. Vezina	Rene Vezina	Jeanne Malo
09/03	Epsom	Aurea Volkman	Henry Duclos	Anna Fanny
09/21	Concord	Thomas J. Laughlin	Martin F. Laughlin	Mary C. Kendrigan
10/03	Concord	Margaret L. Littlefield	Ernest G. Dowst	Martha S. Fowler
10/27	Pembroke	Dorothy J. Vann	Edward Leclerc	Lena Morrisson
10/30	Epsom	Noella V. Girard	Honore Lachance	Stephanie Hobet
11/09	Concord	Mary A. LaFlamme	----- Boyce	Marie -----
11/23	Pembroke	Peter A. Faggion	Arthur J. Faggion	Antoinette C. Magnotta

TAX COLLECTOR'S REPORT
Summary of Tax Accounts
Fiscal Year Ending December 31, 1994

Levies of

	<u>1994</u>	<u>Prior</u>
Uncollected Taxes Beg. of Year:		
Property Taxes		\$1,148,346.07
Land Use Change		898.29
Yield Taxes		731.98
Sewer		44,770.26
Revenues Committed This Year:		
Property Taxes	\$7,704,403.00	
Land Use Change	2,141.29	
Yield Taxes	12,499.75	
Sewer Tax	243,618.27	
Overpayment:		
Property Taxes	3,252.03	1,421.23
Interest Collected On Delinquent Tax	2,397.33	39,990.40
Sewer Interest	297.72	1,231.26
TOTAL DEBITS	<u>\$7,968,609.39</u>	<u>\$1,237,389.49</u>

Levies of

	<u>1994</u>	<u>Prior</u>
Remitted to Treasurer During Fiscal Year:		
Property Taxes	\$6,521,484.08	\$1,146,093.57
Land Use Change	2,141.29	898.29
Yield Taxes	12,212.87	931.98
Interest	2,397.33	39,990.40
Sewer Interest	297.72	1,231.26
Sewer 205,351.62	44,770.26	
Overpayments:	3,252.03	1,421.23
Abatements Made:		
Property Taxes	5,627.62	2,252.50
Sewer	2,619.93	
Uncollected Rev. - End of Year:		
Property Taxes	1,177,291.30	
Yield Taxes	286.88	
Sewer	35,646.72	
TOTAL CREDITS	<u>\$7,968,609.39</u>	<u>\$1,237,389.49</u>

Summary of Tax Lien Accounts
Fiscal Year Ending December 31, 1994

	<u>Levies of</u>		
	<u>1993</u>	<u>1992</u>	<u>Prior</u>
Unredeemed Taxes at Beginning of Fiscal Year		\$488,726.88	\$297,752.89 - 1991 5,444.70 - 1990 2,940.25 - 1989
Liens Sold or Executed During Fiscal Year	\$672,077.83		
Interest Collected After Lien Execution	24,935.61	65,227.33	94,332.29 - 1991 1,864.09 - 1990 2,125.86 - 1989
TOTAL DEBITS	<u>\$697,013.44</u>	<u>\$553,954.21</u>	<u>\$404,460.08</u>
Remittance to Treasurer:			
Redemptions	350,306.46	271,097.90	290,167.33 - 1991 3,304.39 - 1990 2,940.25 - 1989
Interest/Costs (After Lien Execution)	24,935.61	65,227.33	94,332.29 - 1991 1,864.09 - 1990 2,125.86 - 1989
Abatements of Unredeemed Taxes	2,888.11	2,697.29	2,776.63 - 1991
Unredeemed Taxes, Int. & Costs Deeded to Town	572.31	1,039.52	1,034.92 - 1991
Unredeemed Taxes on Initial Lien	318,310.95	213,892.17	3,774.01 - 1991 2,140.31 - 1990
TOTAL CREDITS	<u>\$697,013.44</u>	<u>\$553,954.21</u>	<u>\$404,460.08</u>

Respectfully submitted,

Nancy Clifford
Certified Tax Collector

TREASURER'S REPORT
January 1, 1994 - December 31, 1994

Cash on Hand, January 1, 1993 **\$712,508.50**

Town Departments:

Tax Collector	9,088,575.44	
Town Clerk	461,176.75	
Selectmen's Office	375,592.30	
Planning and Land Use Department	21,226.47	
Police Department	8,131.00	
Pembroke Water Works	10,500.00	
Fire Department	<u>280,000.00</u>	
		10,245,201.96

State of New Hampshire:

Revenue Sharing	198,137.41	
Highway Block Grant	95,651.96	
Energy-Highway Grant	3,994.00	
Police Training Grant	<u>776.66</u>	
		298,560.03

Miscellaneous Revenues:

Interest on Deposits	71,392.91	
Capital Reserve Funds	167,009.07	
Tax Anticipation Notes	<u>5,700,000.00</u>	
		5,938,401.98

Total Receipts	16,482,163.97
Less Disbursements	(16,409,054.78)

Cash on Hand, December 31, 1993 **\$785,617.69**

Bank of New Hampshire	57,267.76
New Dartmouth Bank	728,350.04

Jane P. Bates
Treasurer

<u>Engineering Escrow</u> Balance, 12/31/93 \$10.62 Receipts \$2,000.00 Interest Earned \$16.85 Fees (\$13.00) Disbursement to Town of Pembroke (\$500.00) Balance, 12/31/94 \$1,514.47	<u>Impact Fees</u> Balance, 12/31/93 \$6,300.75 Receipts \$16,235.70 Interest Earned \$228.86 Disbursements (\$4,926.59) to Town of Pembroke Balance, 12/31/94 \$17,838.72
<u>Conservation Fund</u> Balance 12/31/93 \$18,942.68 Receipts \$978.89 Interest Earned \$468.11 Fee (\$2.00) Disbursements to Conservation Committee (\$4,888.74) Balance, 12/31/94 \$15,498.94	<u>Rental #2</u> New Account 4/11/94 (\$0.00) Receipts \$600.00 Interest Earned \$9.08 Fee (\$2.00) Disbursement(\$607.08) (Account closed 12/15/94) Balance, 12/31/94 (\$0.00)
<u>Police Dept-D.A.R.E Program</u> New Account 8/29/94 (\$0.00) Receipts \$1,151.45 Interest Earned \$7.38 Fee (\$3.00) Balance, 12/31/94 \$1,155.83	<u>D.A.R.E.- State Grant</u> New Account 11/21/94 (\$0.00) Receipts \$2,401.00 Interest Earned \$7.02 Disbursements to D.A.R.E. Program (\$819.28) Balance, 12/31/94 \$1,588.74
<u>RTE 3/106 Sewer Project</u> New Account 12/23/94 (\$0.00) Receipts \$4,100.00 Balance, 12/31/94 \$4,100.00	<u>Drug Forfeiture Assets</u> New Account 11/23/94 (\$0.00) Receipts \$1,905.48 Interest Earned \$5.75 Balance, 12/31/94 \$1,911.23
<u>Rental #1</u> Balance, 12/31/93 \$605.63 Interest Earned \$1.88 Disbursement (\$607.51) (Account closed 2/15/94) Balance, 12/31/94 (\$0.00)	<u>Sewer Comm/Plant Expenses</u> Balance, 12/31/93 \$95,349.65 Interest Earned \$348.46 Disbursement (\$95,698.11) (Account closed 2/18/94) Balance, 12/31/94 (\$0.00)
<u>Trebor Development</u> Balance, 12/31/93 \$1,080.00 Interest Earned \$28.56 Balance, 12/31/94 \$1,108.56	<u>Suncook Vitalization Project</u> Balance, 12/31/93 \$15,642.27 Interest Earned \$437.83 Balance, 12/31/94 \$16,080.10

TRUSTEES OF TRUST FUNDS ANNUAL REPORT FOR 1994

The Trustees would like to take this opportunity to report on a few items of interest in the trust fund for 1994. Two noteworthy items were the creation of a new capital reserve fund for the Highway Garage and the transfer of control of the Land Conservation Fund directly to the Conservation Commission.

Routine trust activity was driven by voter action at the Town and School District meetings and is documented in the warrants for last year. There are a few special trust funds which are not a reflection of recent warrants but result instead from authorizations once granted to Town or School officials to utilize a trust. Such trusts, once created, are usually funded by an endowment, fees, or charitable contributions as opposed to property taxes. Pembroke's examples of such special trusts include Cemetery Perpetual Care, Literacy Trust, Scholarship Funds and certain funds of the Sewer or Water departments. Activity this year in those funds were all fairly commonplace and are documented in the records of the trust. The Trustees also performed minor actions necessary to insure the safety of the funds, to improve the yields, and to match investment maturities with liquidity requirements.

While most activity in 1994 was of a routine nature, the Trustees also took steps to address long standing problems with the Cemetery Trust Funds. Records from the Town Meeting in March of 1960 appear to require that proceeds from the sale of cemetery plots be remanded to the Trust Fund for perpetual care. This has not been happening. In addition, the Trustees have come under criticism for failing to provide perpetual care reimbursement to the general fund. The Trustees do not believe that adequate documentation has been provided with the reimbursement requests and that both the request and the documentation should come from Cemetery Trustees.

The document trail on these issues is less than clear and letters generated by attorneys and State officials over the years have only served to further confuse the matter. In May of 1994 the Board of Selectmen and the Trustees of the Trust Fund met to review the issues at hand. While no immediate solution seems forthcoming, a resolution to this problem could make over \$19,000 available against the tax rate for one year.

Jan Edmonds
Andre St. Germain
Gerard Fleury

TRUST FUND REPORT OF THE TOWN OF PEMBROKE, NEW HAMPSHIRE ON DECEMBER 31, 1994

SCHOOL DISTRICT

Date	Name of Trust Fund	Purpose	Acct No	Bank Name	Principal Beginning	Principal New Funds	Principal Withdrawals	Principal Ending	Income Beginning	Income Amount	Income Expended	Income Ending	Grand Total
	SCHOLARSHIP TRUST												
	COMMON STOCKS												
	American Brands	Scholarships	768 Shares		4,392.00			4,392.00	0.00	1,530.24	1,530.24	0.00	4,392.00
	AT&T	Scholarships	300 Shares		9,091.00			9,091.00	0.00	462.00	462.00	0.00	9,091.00
	Bank America	Scholarships	504 Shares		12,033.00			12,033.00	0.00	806.40	806.40	0.00	12,033.00
	Bristol Myer	Scholarships	290 Shares		17,300.24			17,300.24	0.00	846.80	846.80	0.00	17,300.24
	Chevron	Scholarships	400 Shares *		17,082.00			17,082.00	0.00	740.00	740.00	0.00	17,082.00
	Dun & Bradstreet	Scholarships	280 Shares		16,703.96			16,703.96	0.00	716.80	716.80	0.00	16,703.96
	Heinz	Scholarships	472 Shares		16,878.72			16,878.72	0.00	605.00	605.00	0.00	16,878.72
	Mobil Oil	Scholarships	236 Shares		16,970.52			16,970.52	0.00	802.40	802.40	0.00	16,970.52
	NE Electric	Scholarships	604 Shares		5,710.50			5,710.50	0.00	1,103.22	1,103.22	0.00	5,710.50
	Nynex	Scholarships	500 Shares		10,164.22			10,164.22	0.00	1,425.44	1,425.44	0.00	10,164.22
	Potomac Electric	Scholarships	500 Shares		14,003.50			14,003.50	0.00	830.00	830.00	0.00	14,003.50
	Service Master	Scholarships	680 Shares		16,267.64			16,267.64	0.00	625.60	625.60	0.00	16,267.64
	TOTAL COMMON STOCK				156,597.30			156,597.30	0.00	10,493.90	(***) 10,493.90	0.00	156,597.30
	Pembroke Academy	Scholarships	130578018	Bank NH	4,596.38			4,596.38	5,922.66	(***) 10,663.82	11,214.25	5,372.23	9,968.61
	Freeman Scholarship	Scholarships	1014408826	Horizon Bank	10,350.06			10,350.06	166.41	313.21	285.75	193.87	10,543.93
	TOTAL SCHOLARSHIP				171,543.74			171,543.74	6,089.07	10,977.03	11,500.00	5,566.10	177,109.84
	UNEXPENDABLE TRUST												
	Elementary Schools	Literacy	306469082	CFX Bank	16,764.80			16,764.80	2,172.44	434.88	2,172.44	434.88	17,199.68
	CAPITAL FUNDS												
	Capital Reserve Funds	Capital Repairs	1301530988	Bank NH	70,177.07		1850.00	68,327.07	0.00	1,927.89	2.00	1925.89	70,252.96
	TOTAL SCHOLARSHIP FUNDS				171,543.74			171,543.74	6,089.07	10,977.03	11,500.00	5,566.10	177,109.84
	TOTAL UNEXPENDABLE TRUSTS				16,764.80			16,764.80	2,172.44	434.88	2,172.44	434.88	17,199.68
	TOTAL CAPITAL RESERVE FUNDS				70,177.07		1850.00	68,327.07	0.00	1,927.89	2.00	1,925.89	70,252.96
	TOTAL TRUST FUNDS				258,485.61		1850.00	256,635.61	8,261.51	13,339.80	13,674.44	7,926.87	264,562.48

(***) Stock dividends transfer to money market at BNH.

(**) Do not reflect \$24,128 expense from article 4 of the 1994 school district.

(*) 2 for 1 stock split

TRUST FUND REPORT OF THE TOWN OF PEMBROKE, NEW HAMPSHIRE ON DECEMBER 31, 1994

MUNICIPAL

Date	Name of Trust Fund	Purpose	Acct No	Bank Name	Principal Beginning	Principal New Funds	Principal Withdrawals	Principal Ending	Income Beginning	Income Amount	Income Expended	Income Ending	Grand Total
	UNEXPENDABLE												
	CEMETERY FUNDS												
VAR	Cemetery Lots	Perpetual Care	1311985288	Bank NH	36,270.00	0.00	0.00	36,270.00	15,595.68	1,459.36	0.00	17,055.04	53,325.04
	Cemetery Lots	Perpetual Care	1307003080	Bank NH	0.00	0.00	0.00	0.00	2,109.71	46.87	0.00	2,156.58	
	TOTAL CEMETERY				36,270.00	0.00	0.00	36,270.00	17,705.39	1,506.23	0.00	19,211.62	54,481.62
	LIBRARY FUNDS												
1913	Warren Foss	Books	1307893525	Bank NH	4,666.62	0.00	0.00	4,666.62	1,511.63	241.56	0.00	1,753.19	6,419.81
	TOTAL LIBRARY				4,666.62	0.00	0.00	4,666.62	1,511.63	241.56	0.00	1,753.19	6,419.81
	CAPITAL RESERVE FUNDS												
1960	Cemetery Improv.	Improvements	1312139088	Bank NH	3,092.48	11,025.00		14,117.48	4,960.65	392.47	4,944.00	409.12	14,526.60
1937	Library Building	Building	1307849824	Bank NH	2,362.36	0.00	0.00	2,362.36	1,191.02	200.58	0.00	1,391.60	3,753.96
	Library Building	Building	2-05877-4	Bank NH	0.00	0.00	0.00	0.00	645.42	0.75	646.17	0.00	0.00
1993	Library Building	Building	66-003515	Merr Cty SB	5,000.00	0.00	0.00	5,000.00	104.62	168.33	0.00	272.95	5,272.95
1994	Library Building	Building	70-006022	Merr Cty SB	0.00	10,000.00	0.00	10,000.00	0.00	0.00	(646.17)	646.17	10,646.17
1960	Town of Pembroke	Equipment	1307891924	Bank NH	5,833.02	0.00	5,833.02	0.00	3,059.28	279.96	3,339.24	0.00	0.00
1960	Town of Pembroke	Equipment	1307906024	Bank NH	10,000.00	0.00	10,000.00	0.00	7,612.66	532.99	8,145.65	0.00	0.00
1960	Town of Pembroke	Equipment	104422927	Horizon Bank	9,175.86	65,000.00	34,470.92	39,704.94	980.00	819.53	980.00	819.53	40,524.47
1993	Town of Pembroke	Equipment	66-003514	Merr Cty SB	45,000.00	0.00	45,000.00	0.00	941.72	1,276.37	2,218.09	0.00	0.00
1989	Town of Pembroke	Fire Equipment	500003173	Shawmut Bk	350,000.00	60,000.00	252,728.74	157,271.26	27,271.26	7,127.59	27,271.26	7,127.59	164,398.85
1987	Town of Pembroke	H2O & Sewer	306468194	CFX Bank	13,270.78	0.00	2,156.98	11,113.80	14,715.69	335.76	14,715.69	335.76	11,449.56
1987	Town of Pembroke	H2O & Sewer	3633397-1	CFX Bank	28,960.48	0.00	0.00	28,960.48	656.17	990.35	0.00	1,646.52	30,607.00
1986	Water Works	Cap. Improv.	1300394218	Bank NH	62,401.39	5,208.28	60,958.02	6,651.65	4,041.98	275.19	4,041.98	275.19	6,926.84
1988	Town of Pembroke	Land Aquisition	48960-09	NH Fed CU	42,892.50	0.00	42,892.50	0.00	8,802.19	383.46	9,185.65	0.00	0.00
1992	Town of Pembroke	Solid Waste	1004422930	Horizon Bank	40,000.00	10,000.00		50,000.00	1,093.21	1,258.37	0.00	2,351.58	52,351.58
1994	Town of Pembroke	Town Garage	70-006021	Merr Cty SB	0.00	5,000.00	0.00	5,000.00	0.00	0.00	0.00	0.00	5,000.00
	TOTAL CAPITAL RESERVE FUNDS				617,988.87	166,233.28	454,040.18	330,181.97	76,075.87	14,041.70	74,841.56	15,276.01	345,457.98
	TOTAL UNEXPENDABLE FUNDS				40,936.62	0.00	0.00	40,936.62	19,217.02	1,747.79	0.00	20,964.81	60,901.43
	TOTAL TRUST FUNDS				658,925.49	166,233.28	454,040.18	371,118.59	95,292.89	15,789.49	74,841.56	36,240.82	406,359.41

1994 ELECTED TOWN OFFICERS SALARIES

BOARD OF SELECTMEN

John B. Goff	2,087.50
Armand "Tom" Martel	1,885.00
Gerald R. Belanger	1,413.75

TOWN CLERK

James F. Goff	29,339.59
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TREASURER

Jane P. Bates	1,481.22
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HEALTH OFFICER

Dr. Vincent Greco	300.00
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SEWER COMMISSION

Paulette Malo	975.00
Roger Martin	0.00
Raymond Martin	885.00

MODERATOR

Thomas Petit	324.99
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SUPERVISORS OF THE CHECKLIST

Barbara Payne	573.33
Celeste Borgman	573.33
Roland Young, Jr	573.33

1994 TOWN EMPLOYEE SALARIES

TOWN HALL

Town Administrator	\$ 46,364
Planning and Land Use Director	28,709 - 34,896
Tax Collector	24,799 - 30,144
Assistant Assessor	20,404 - 24,793
Building Inspector/CEO	19,529 - 23,738
Bookkeeper	19,427 - 23,628
Municipal Secretary	18,512 - 22,484
Welfare Director	11,570 - 14,053
Custodian	7,232 - 8,793

HIGHWAY DEPARTMENT

Road Agent	30,144 - 36,641
Fleet Mechanic	23,628 - 28,704
Highway Foreman	19,427 - 23,628
Driver/Operator	18,512 - 22,484
Laborer	16,806 - 20,404

POLICE DEPARTMENT

Police Chief	31,651 - 38,472
Deputy Chief	28,709 - 34,896
Sergeant	24,799 - 30,144
Police Officer	21,424 - 26,041
Secretary	18,512 - 22,484

HIGHWAY DEPARTMENT REPORT

The winter of 1994 from January to March was a very busy one with the snow fall that we had and the below normal temperatures for January. Spring was a welcomed relief for both the budget and the crew.

PROJECTS - Along with all of the regular tasks of snow removal, sanding, cleaning catch basins, refuse removal and spring clean-up, we also had the cross walk and center lines painted in town. Also, the beavers appeared to be very active this year clogging up some of the drainage in different areas of town and we spent time unclogging the drains. In the summer of 1994 we finished the road reconstruction of Front Street and we also paved a section of Cross Road. We also did a fair amount of shim and asphalt overlay in various areas of the town.

TRAINING - The department has been doing a lot of safety training with NHMA-PLIT and Compensation Funds of NH, the Town's liability and workers compensation insurance carriers. We have also been active participants on the Town's Safety Committee which has helped cut down on our accidents and injuries.

SOLID WASTE - The Town continues to offer aluminum and tin can recycling and this year we added newspaper. These items may be brought to the Solid Waste Facility at 8 Exchange Street. Please call me at 485-4422 if you have any questions. The department currently has three employees that have received certification from the State of New Hampshire to operate the solid waste facility. We plan to eventually have all of the employees certified. I would like to remind the residents that we do chip the Christmas trees that we pick up and that are delivered to the facility, as well as a lot of the brush. Feel free to come on down on Saturdays and pick up a load of chips or mulch at the facility.

I would like to welcome back James Campbell and Steve Berube who were rehired by the Town in 1994 and the arrival of new employees Paul Mailhot and Daniel Demers to the crew.

Respectfully submitted,
Henry Malo, Road Agent



The Department's new trackless plow, driven by Reno Nadeau.

PEMBROKE POLICE DEPARTMENT

1994 ANNUAL REPORT

Honorable Members of the Board of Selectmen
Honorable Town Administrator

Ladies and Gentlemen,

The 1994 Annual Report of the Pembroke Police Department is proudly presented to you and the citizens of the Town of Pembroke. You will find that this year's report is more than a compilation of statistics. It also identifies the dedicated men and women who serve the Town of Pembroke day in and day out and describes many of the tasks they are called upon to perform.

The following is a partial list of goals that have achieved during the year 1994.

- a) Community Policing
- b) Traffic control at Academy Road and Pembroke Street in the morning for school traffic.
- c) Specialized training in the areas of Accident Investigation, Drug Investigations, and Criminal Investigations
- d) Officer Scott Lane graduated from the D.A.R.E. Instructor School, and continues to run the D.A.R.E. program in our schools.
- e) The promotion of Lt. Wayne Cheney to Deputy Chief and Corporal Pamela Allgeyer to Sergeant.

The Pembroke Police Department plans on continuing Community Policing in the year 1995.

We thank you for your support during 1994, and look forward to year 1995, where the community and police department work together to combat crime and make Pembroke a safe place to live.

Gratefully yours,
Thomas F. Iverson Jr.
Chief of Police

TABLE OF ORGANIZATION

CHIEF OF POLICE - Thomas F. Iverson Jr.

DEPUTY CHIEF OF POLICE - Wayne A. Cheney

PATROL DIVISION

Sergeant Steve Gubitosi	Shift Supervisor
Sergeant Pamela Allgeyer	Shift Supervisor
Off. Scott Lane	Patrol Officer - D.A.R.E. Officer
Off. Glenn Northrup	Patrol Officer - Accident Reconstruction Investigator
Off. Michael Crockwell	Patrol Officer - Narcotics Officer
Off. Dwayne Gilman	Patrol Officer
Off. Michael Verneuille	Patrol Officer

ADMINISTRATIVE SERVICE DIVISION

Sergeant Larry J. Houghton	Dept. Prosecutor- Juvenile Officer
Mary Ann Ricciotti	Dept. Secretary

PART TIME OFFICERS

Off. David Sheldon
Off. Alain Chouinard
Off. Steve Westgate

PROSECUTOR'S REPORT

1994 was a challenge for the Police Department and the Prosecutor's office. The initial long range outlook in areas of concern were in dealing with violent crime and youthful offenders. The outlook came quicker than anticipated. It seems that 1994 brought an explosion of criminal cases, both adult and juvenile.

The adult cases were violations, misdemeanors and felonies. An area of major concern was the amount of domestic violence cases heard before the court.

This year the prosecutor's office handled 946 adult cases. These cases were heard in District and Superior Courts. Other hearings were held at the Department of Motor Vehicles. Along with the adult cases, the prosecutor's office handled 195 juvenile cases ranging from arrangements to adjudicatory to dispositional hearings to review hearings.

The prosecutor's office handled 575 cases in 1993, both adult and juvenile. In the year 1994 the prosecutors office handled 1141. Nearly doubling the caseload.

In addition to maintaining the increasing number of cases, the prosecutor attended numerous training courses and continuing education in the field of criminal and juvenile laws and prosecution, thus providing the best possible service to the town of Pembroke and its citizens.

Let it be known that the Pembroke Police Department and the Prosecutor's office remain committed in maintaining the high level of service and protection to the citizens of the town of Pembroke.

Respectfully submitted,
Sgt. Larry J. Houghton,
Prosecutor

CAREER DEVELOPMENT

During the past year the officers of the Police Department have received a total of 938 hours of training. We are extremely proud of this accomplishment. This training serves as a dual purpose in enhancing the officers career development, and enabling the officers to serve you with newest methods in law enforcement.

The following list of courses and seminars represents the career development of the Officers serving the Town of Pembroke.

Safety and security in the work place
Intoxilyzer 5000 recertification
Hazardous Materials
Bureau of Alcohol Tobacco and Firearms Seminar on the Brady Bill Gun Law
County Attorney Office review on New Stalking Law
Warrants and complaints Seminar
O.C. Cap Stun Spray Instructor Training
Issues for Police Chiefs
High Risk Patrol Tactics
Supervision Correspondence course
Workers compensation Reform Workshop
Police Standards & Training Council Yearly Training Seminar
Rabies and animal handling workshop
Training on Bloodborne Pathogens Seminar
Command Training Program
Critical Incident stress workshop
Community relations correspondence course
State police drug training course
Domestic Violence Conference
Accurate Documentation/Effective Discipline
Communicable Disease Awareness
Homicide Investigation Training
Performance Evaluation Seminar
Public Officials Liability Workshop
Police Pursuit Legal Issue
Safeguards and People with Developmental Disabilities
Evidence Collection in Domestic Cases
Integrity Leadership Seminar
Firearms Instructor Recertification
D.A.R.E. Instructor School
On scene accident investigation
Burglary/Robbery Investigations
Motor Vehicle Homicide Seminar
Skid Control School
Police Labor/Union Relations
Street Survival
DWI Apprehension

Respectfully submitted,
Wayne A. Cheney, Deputy Chief

FIREARMS TRAINING REPORT

Firearms training is an essential part of an officers training. Not only is it a necessary part of our training, but it is also state law. The law requires every police officer who carries a firearm to complete a minimum basic firearms safety and familiarization course prescribed by the New Hampshire Police Standards and Training Council, at least once each calendar year. Pembroke Police Department Qualify twice a year.

We are pleased to announce that Part Time Officer Steve Westgate has completed the firearms instructor course held by New Hampshire Police Standards and Training Council. Officer Westgate has been given the assignment of assistant Firearms instructor for the Pembroke Police Department.

The firearms qualification course used by the Police Department and approved by New Hampshire Police Standards and Training Council is as follows,

1. Firearms Safety
 - a) Range Safety
 - b) Classroom Training
2. Firing Range Training
 - a) Fifty round course of fire (Qualification Course)
 - b) Shotgun training
 - c) Off duty weapon training and qualifications
3. Innovative Range Training
 - a) Draw and challenge drills
 - b) Reduced light and night time firing
 - c) Alternate commands/draw and challenge drills
 - d) Weapon retention techniques
4. Classroom Training
 - a) Meet State Law Requirements
 - b) Review department firearm policy
 - c) Review training films
 - d) Review laws pertaining to the use of deadly and non deadly force
5. Weapon Inspections
 - a) Check weapon operation
 - b) Check weapon cleanliness
 - c) Issue new duty ammunition

Wayne A. Cheney, Deputy Chief
Steve Gubitosi, Sergeant

1994 OFFENSE LOG STATISTICS

	<u>1993</u>	<u>1994</u>		<u>1993</u>	<u>1994</u>
Ambulance assist	150	172	Harassment	42	7
Arrest on Warrant	106	29	Illegal Dumping	3	0
Arson	1	2	Juvenile Complaints	113	116
Assault(felonious sexual)	9	6	Littering	2	1
Assault(on police off)	2	3	Missing Person	6	5
Assault(simple)	36	34	Open Alcohol	26	1
Bad Checks	5	1	Parties/Fights	137	71
Bomb Threats	3	1	Possession Alcohol	40	11
Burglaries/Attempts	25	26	Protective Custody	32	40
Criminal Mischief	138	82	Radio Transmissions	39,195	38,419
Criminal Threatening	14	14	Receiving stolen		
			Property	2	1
Criminal Trespass	20	16	Resisting Detention	7	2
Disobeying Police Off.	3	2	Suicide/Attempts	4	3
Disorderly Conduct	20	8	Suspicious Activity	487	154
Dispatch Calls Received	20,840	13,094	Theft/Larceny	112	93
Domestic Violence	171	84	Unsecured Building	114	142
Fire Alarm (assist)	57	69	Untimely Death	2	7
Forgeries/Fraud	2	1	Unwanted Persons	34	35

1994 MOTOR VEHICLE STATISTICS

	<u>1993</u>	<u>1994</u>		<u>1993</u>	<u>1994</u>
Accidents	140	95	Parking Tickets	315	328
Child Restraints	6	2	Reckless Operation	13	7
Conduct After Accident	3	1	Stolen Motor Vehicle	4	6
Defective Equipment	260	159	Stop Sign	19	11
Disabled Motor Vehicle	137	161	Transporting Alcohol/		
			Drugs	9	1
Driving After Suspension	24	15	Uninspected Motor Vehicle	29	31
Driving While Intoxicated	43	15	Unreasonable Speed	210	144
Failure To Yield	3	1	Motor Vehicle Stops	1409	1364
Following Too Close	1	1	Motor Vehicle Warnings	982	630
Improper Passing	2	3	Vehicles Towed	43	39
Misuse of Plates	3	5	Yellow Line Violations	15	7
Motor Vehicle Lockouts	61	51	Operating without License	23	14
Obstruction of View	12	6	OHRV Violations	15	13
Operating without lights	4	0			

1994 BURGLARY SUMMARY & STATISTICS

The Pembroke Police Department investigated 26 burglaries in 1994. Seven of these were of commercial properties and nineteen residential properties. Daytime residential burglaries account for the largest number of burglaries in 1994. The average loss was over \$443.00. More burglaries were committed on Friday than any other day of the week. Five burglaries were reported during September. None were reported in the month of August.

<u>Burglary Totals</u>		Residential	19		
		<u>Commercial</u>	<u>07</u>		
		Total	26		
<u>Total Loss</u>		Residential	\$9,448.00		
		<u>Commercial</u>	<u>\$12,108.00</u>		
		Total	\$ 21,403.00		
<u>Residential Loss</u>		High Loss	\$3,092.00		
		Low Loss	\$200.00		
		Avg Loss	\$443.00		
<u>Commercial Loss</u>		High Loss	\$5,325.00		
		Low Loss	\$200.00		
		Avg Loss	\$1,729.00		
<u>Method Of Entry</u>		No Force	04		
		Prying Tool	06		
		Broken Glass	04		
		Kicked Door	03		
		Cut Screen	02		
<u>Time Of Day</u>	Day Time	Residential	13	Commercial	01
	Night Time	Residential	02	Commercial	06
	Unknown	Residential	04	Commercial	00
<u>Day Of The Week</u>					
	Sunday	04	Thursday	02	
	Monday	03	Friday	06	
	Tuesday	04	Saturday	04	
	Wednesday	03			
<u>Month Of The Year</u>					
	January	02	July	04	
	February	02	August	00	
	March	02	September	05	
	April	02	October	04	
	May	01	November	01	
	June	02	December	01	
<u>Burglaries Cleared By Arrest</u>		04			
<u>Burglary Arrest</u>		13			

1994 ANIMAL CONTROL STATISTICS

	<u>1993</u>	<u>1994</u>
Cruelty to Animals		3
Dog Bites/Attacks	3	3
Dogs at Large	45	31
Dogs Impounded		28
Dog Complaints	149	92
Wild Animal Complaints	47	90

D.A.R.E. - DRUG ABUSE RESISTANCE EDUCATION 1994 PROGRAM REPORT

In January 1983, Chief F. Gates of the Los Angeles Police Department (LAPD) approached Dr. Harry Handler, Superintendent of the Los Angeles Unified School District (LAUSD), and expressed concern about drug problems facing society. A task force comprised of LAPD and LAUSD personnel was appointed to develop a drug abuse prevention program for elementary school children.

The task force developed a drug abuse prevention program called D.A.R.E. (Drug Abuse Resistance Education). It was designed to be presented to fifth and sixth grade students. D.A.R.E. curriculum focuses on peer resistance training, self-concept improvement, and value judgments about respect for the law and personal safety.

From 1989 to 1991 the Town of Pembroke and the Pembroke School District was fortunate to have the New Hampshire State Police Trooper Gary Sibley teach the D.A.R.E. program. In 1992 and 1993 Chief John Charron from the Pittsfield Police Department was the D.A.R.E. instructor. We are grateful for their assistance.

A key component to the success of the D.A.R.E. program is interaction between children and a police officer. This exposure to a local police officer in a non-threatening environment is beneficial in teaching that police officers have a human side too.

In October of 1994, I completed the 80 hour training course and became a certified D.A.R.E. Instructor. I am presently at the Three Rivers School, one day a week, teaching the 17 week program to the 120 children in the fifth grade class. A graduation exercise will be held for this class in April. Additionally, the four week D.A.R.E. Visitation Program has been presented to all of the kindergartners and first graders at the Village School.

The Pembroke Police Department and the Pembroke School District are pleased to be able to bring this worthwhile program to the children of Pembroke. The support that we have received from the town people is encouraging and appreciated. We look forward to your continued support in helping to keep the children of Pembroke healthy and drug free.

Respectfully,
Officer Scott Lane, D.A.R.E. Instructor

FIRE DEPARTMENT REPORT

Your fire department responded to 255 alarms during 1994, a 13% increase in alarms compared to the 1993 total.

Training activity also increased during 1994 related, in part, to the acquisition of Pembroke's first aerial apparatus which went into service during the Spring. This truck increases department capabilities and should provide an added margin of safety in functional areas traditionally handled by this type of equipment.

An area of increasing public and department concern is in response to carbon monoxide-related incidents. The Public Fire Safety Education Office reminds residents to properly maintain all fuel-burning appliances and their exhaust and ventilation components as these are often a major contributor in carbon monoxide incidents. It is recommended that a UL listed carbon monoxide detector be installed according to manufacturer's instructions. Further information and handouts are available at the Fire Station or Town Hall.

Please make sure that your house and rural mailbox are properly numbered to provide reliable property identification, from both directions, in the event of an emergency. Emergency responders may approach from either direction!

"WE CAN'T HELP IF WE CAN'T FIND YOU"

Richard Chase,
Pembroke Fire Chief

Our 1994 statistics:

INCIDENT	# OF CALLS	INCIDENT	# OF CALLS
Auto Accident	10	Medical	60
Auto Fire	9	Odor in Area	5
Box Alarm	21	Odor in Building	6
Brush	9	Odor of Gas	3
Building	2	Outside Fire	1
Chimney Fire	5	Permit Fire	1
CO Detector	1	Propane Tank	2
Coal Silo Fire	1	Search	1
Cover Truck	15	Service	16
Drowning	1	Smoke in Building	1
Dryer Fire	1	Smoke Investigation	6
Dumpster	2	Structure	43
Electrical	1	Truck Fire	1
Fire Alarm Activation	13	Water Problem	1
Fuel spill	1	Wires Arcing	8
Investigation	1	Wires Down	2
Lawn Mower Fire	1	Woodstove Problem	2

TOWN FOREST FIRE WARDEN AND STATE FOREST RANGER

In calendar year 1994, our three (3) leading causes of fires were No Permit, Children and Rekindles of fires where the fire was not properly extinguished.

Violations of RSA 224:27 11, the fire permit law, and the other burning laws of the State of New Hampshire are misdemeanors punishable by fines up to \$2,000 and/or a year in jail. Violators are also liable for all fire suppression costs.

To aid your forest Fire Warden, Fire Department and State Forest Fire Officials, contact your local Warden or Fire Department to find out if a permit is required. This also helps to prevent unnecessary response to a controlled burn.

<u>Fire Statistics</u>	<u>1994</u>	<u>Average 1990 - 1993</u>
Number of Fires Reported to State for Cost Share Payment	283	443
Acres Burned	217	246

Suppression cost = \$90,000+

Fires Reported by Lookout Towers (1994)		Fires Reported by Detection Aircraft
Fires Reported	588	89
Assists to Other Towers	363	
Visitors	21,309	

Local communities and the State share the cost of suppression on a 50/50 basis. The State of New Hampshire operates 15 fire towers and 3 contract aircraft patrols. This early detection and reports from citizens aid the quick response from the local fire departments.

“REMEMBER, ONLY YOU CAN PREVENT FOREST FIRES!”

Richard S. Chase
Forest Ranger

John C. Theuner
Forest Fire Warden

FIRE PREVENTION DIVISION 1994 ACTIVITY REPORT

1994 was another busy year for the Fire Prevention Division with an expected continued growth for 1995. We have gone through some changes which include going from a part-time day position to one of weekends and evenings. In addition, the selectmen's office has requested that inspections be performed on multi-family buildings.

This Division sent representatives to various school programs during and after Fire Prevention Week. The enthusiastic response of the children was very rewarding. In the coming year we are planning to continue the expansion of this program to other schools and organizations with their assistance.

This division also has ongoing inspections with all schools, public buildings, and high hazard areas. If you have any questions concerning your homes safety please give the Fire Prevention Division a call at 485-3621 and leave a message; someone will return your call.

Charles Schmidt,
Fire Prevention Officer

1994 ACTIVITIES

PLACES OF ASSEMBLIES	8
DAY CARE CENTERS	14
FOSTER CARE HOMES	3
OIL BURNERS	17
GAS BURNERS/PIPING	7
WOODSTOVES	6
APARTMENT BUILDING	4
PLANS REVIEW	3
FIRE HAZARDS	16
PUBLIC REQUESTS	25
FIRE INVESTIGATION	3
PUBLIC EDUCATION	6
CONSTRUCTION	2

PLANNING BOARD REPORT

During 1994 the Planning Board approved three residential subdivisions consisting of 10 lots, and seven non-residential site plans. Although this is a decrease in the number of subdivisions over last year, from five to three, it does represent an increase of four non-residential site plans over 1993.

Because of the light development activity, the Board's main functions were again concentrated primarily on planning activities. In 1994 the Planning Board updated the Site Plan Review Regulations, the Subdivision Regulations, Impact Fee Regulations and Driveway Regulations. It is hoped that the work done on updating the Board Regulations will assist the Community during the next wave of development.

Other areas that the Board worked include a review of the Impact Fee methodology and the development of a lot consolidation agreement.

On March 8, 1994, the voters of the Town of Pembroke voted down proposed changes to the Zoning Ordinance. These changes were the product of eight months of work by the Planning Board. This was the first comprehensive review of the Zoning Ordinance since it was adopted twenty years ago. Due to the number of changes proposed, the Planning Board decided to put the entire ordinance into one article on the ballot. It was felt that by doing it in this manner, and by holding several public hearings the board could address any concerns of the residents and make the voting process easier.

The majority of changes that are proposed by the Planning Board are housekeeping changes. Examples of these changes are: referencing state and federal laws that have changed, addressing changes in society (ie. Changing Tourist Home to Bed and Breakfast), and changes to the parking requirements.

The Planning Board has spent the last year reaching out to the community to try and explain what the proposed changes are and what effect they would have. Last fall two public meetings were held one at the Village School, and the other at Joe Brigham's Heliport on Route 106. Three public hearings were held. The first was held in town hall, the second at Joe Brigham's Heliport and the last at the Village School. Based on the feedback from those in attendance the Board modified the proposed reduction on the size of the B-1 district. Instead of making any changes to the existing B-1 district the Board proposed adding a new B-2 district which provided a reduction in the minimum lot size and frontage requirement, allowed multiple uses, and allowed the ZBA to reduce or eliminate the parking requirement for uses.

One common comment made was a desire to make those same changes throughout the B-1 district. The Board will be reviewing the B-1 district this year and the comments received. The board encourages public input into this process. Please watch for meeting notices when these reviews will be held.

Brian Tufts,
Planning Board Chairman

1995

TOWN MEETING WARRANT

AND

PROPOSED TOWN BUDGET

TOWN MEETING WARRANT FOR PEMBROKE, NEW HAMPSHIRE

TO THE INHABITANTS OF THE TOWN OF PEMBROKE, IN THE COUNTY OF MERRIMACK, IN SAID STATE, QUALIFIED TO VOTE IN TOWN AFFAIRS:

You are hereby notified to meet at the Pembroke Village School on Tuesday, March 14, 1995 from 11:00 a.m. until 7:00 p.m. for the casting of ballots; and at the Pembroke Academy Auditorium in said Pembroke on Saturday, March 18, 1995, at 10:00 a.m., to act upon the following articles:

BALLOT ARTICLES MARCH 14, 1995

1. To choose all necessary officers for the year ensuing.
2. Are you in favor of the adoption of the Amendment to the existing Zoning Ordinance as proposed by the Planning Board, and amending the Code of the Town of Pembroke by deleting and repealing Chapter 143 thereof, Zoning and replacing it with a new Chapter 143, to be entitled Zoning.? The amendment consists of a comprehensive update and rewriting of the existing Zoning Ordinance. It is proposed that the numerous changes be considered and voted upon as a single amendment. Failure to adopt the amendment will leave the existing Zoning Ordinance as it is presently worded and configured.

DELIBERATIVE SESSION MARCH 18, 1995

3. To see if the Town will vote to raise and appropriate the sum of eight thousand five hundred dollars (\$8,500) to be added to the Sewer and Water Extension Capital Reserve Fund previously established. The Budget Committee and Board of Selectmen recommend this appropriation. (Majority vote required)
4. To see if the Town will vote to raise and appropriate the sum of sixty-six thousand nine hundred and fifty dollars (\$66,950) to be added to the Town Equipment Capital Reserve Fund previously established. The Budget Committee and Board of Selectmen recommend this appropriation. (Majority vote required)
5. To see if the Town will vote to raise and appropriate the sum of forty thousand dollars (\$40,000) to be added to the Fire Equipment Capital Reserve Fund previously established. The Budget Committee and Board of Selectmen recommend this appropriation. (Majority vote required)
6. To see if the Town will vote to raise and appropriate the sum of ten thousand dollars (\$10,000) to be added to the Solid Waste Facility Closure Capital Reserve Fund previously established. The Budget Committee and Board of Selectmen recommend this appropriation. (Majority vote required)
7. To see if the Town will vote to raise and appropriate the sum of twenty thousand dollars (\$20,000) to be added to the Library Renovation/Construction Capital Reserve Fund previously established. The Budget Committee and Board of Selectmen recommend this appropriation. (Majority vote required)
8. To see if the Town will vote to establish a Capital Reserve Fund under the provisions of RSA 35:1 for the purpose of replacing or repairing the retaining wall located behind the Police Station and to raise and appropriate the sum of forty thousand dollars (\$40,000) to be placed in this fund. The Budget Committee and Board of Selectmen recommend this appropriation. (Majority vote required)

9. To see if the Town will vote to raise and appropriate a sum not to exceed sixty-seven thousand dollars (\$67,000) to purchase a large dump truck/plow and a mower for the sidewalk plow and to authorize the withdrawal of a sum not to exceed sixty-seven thousand dollars (\$67,000) from the Town Equipment Capital Reserve Fund created for this purpose. The Budget Committee and Board of Selectmen recommend this appropriation. (Majority vote required)
10. Shall we adopt an exemption for the totally and permanently disabled? The exemption, based on assessed value, for qualified taxpayers shall be \$50,000. To qualify, the person must have been a New Hampshire resident for at least 5 years and own and occupy the real estate individually or jointly, or if the real estate is owned by a spouse, they must have been married for at least five years. In addition, the taxpayer must have a net income of not more than \$10,000 or, if married, a combined net income of not more than \$12,000; and own net assets not in excess of \$30,000 excluding the value of the person's residence. (Majority ballot vote required)
11. To see if the Town will vote to increase the number of Library Trustees from three (3) to five (5) as provided for in RSA 202-A:6.
12. To see if the Town will vote to discontinue and relinquish all interests of the Town therein a portion of Plausawa Hill Road beginning at a point 3,000 feet from North Pembroke Road and terminating at the Chichester town line, pursuant to RSA 231:43, provided that the Town incurs no expense resulting from the discontinuance.
13. (By Petition) To see if the Town will vote to instruct the Board of Selectmen to petition the United States Postal Service to change the name of the "Suncook" Post Office to the "Pembroke" Post Office.
14. To see if the Town will vote to authorize the Board of Selectmen to accept, on behalf of the Town, gifts, legacies, and devises made to the Town in trust for any public purpose, as permitted by RSA 31:19. This authorization is granted indefinitely until specific rescission of such authority.
15. To see if the Town will vote to raise and appropriate the sum of \$3,387,648 which represents the operating budget. Said sum does not include special articles addressed.
16. To hear the reports of auditors, agents and committees or of officers heretofore chosen, and to pass any vote relating thereto.
17. To transact any other business that may legally come before said meeting.

Given under our hands and seal this 21st day of February, 1995.

/S/ John B. Goff, Chairman

/S/ Gerald R. Belanger

Board of Selectmen
Town of Pembroke, NH

**BUDGET FORM FOR TOWNS WHICH HAVE ADOPTED THE
PROVISIONS OF THE MUNICIPAL BUDGET LAW**



BUDGET OF THE TOWN

OF _____ **PEMBROKE** _____ **N.H.**

Appropriations and Estimates of Revenue for the Ensuing Year January 1, 1995 to December 31, 1995 or for Fiscal Year

From _____ 19 ____ to _____ 19 ____

IMPORTANT: Please read the **new** RSA 32:5 applicable to all municipalities.

It requires this budget be prepared on a "gross" basis, showing all revenues and appropriations. At least one public hearing must be held on this budget.

When completed, a copy of the budget must be posted with the warrant. Another copy must be placed on file with the town clerk, and a copy sent to the Department of Revenue Administration at the address above.

THIS BUDGET SHALL BE POSTED WITH THE TOWN WARRANT

RSA 31:95 and 32:5

Budget Committee: (Please sign in ink)

Date FEBRUARY 21, 1995

Thomas R. Dyer
Regina Baxter
Jacqueline H. Thompson
Charles E. Flury
James P. VanDrest

John M. Fillmore Jr.
James Fenn
Gerald R. Belanger

		1	2	3	4	5
PURPOSE OF APPROPRIATION (RSA 31:4)		*Actual Appropriations Prior Year (omit cents)	Actual Expenditures Prior Year (omit cents)	Selectmen's Recommended Budget	Budget Committee	
Acct. No.	GENERAL GOVERNMENT	W.A. No.			Recommended Ensuing Fiscal Year (omit cents)	Not Recommended (omit cents)
4130	Executive		184,724	183,184	193,277	1,817
4140	Elec., Reg., & Vital Stat.		43,768	44,451	45,744	546
4150	Financial Administration		122,816	118,058	98,068	1,043
4152	Revaluation of Property					
4153	Legal Expense					
4155	Personnel Administration					
4191	Planning and Zoning		88,656	85,193	92,173	1,091
4194	General Government Bldg.					
4195	Cemeteries		9,303	11,733	9,012	
4196	Insurance					
4197	Advertising and Reg. Assoc.					
4199	Other General Government		178,214	167,826	173,312	10,000
	PUBLIC SAFETY					
4210	Police		513,760	521,137	495,447	
4215	Ambulance					
4220	Fire		123,029	117,580	121,862	
4240	Building Inspection					
4290	Emergency Management		434	412	434	
4299	Other Public Safety					
	HIGHWAYS AND STREETS					
4312	Highways and Streets		381,927	343,347	371,544	3,892
4313	Bridges					
4316	Street Lighting					
4318	Road Const./Maint.		282,250	284,288	284,500	
4320	Fleet Maintenance		46,493	44,804	47,988	578
	SANITATION					
4323	Solid Waste Collection					
4324	Solid Waste Disposal		252,150	256,396	255,267	
4326	Sewage Collection & Disposal		210,561	210,561	247,167	
	WATER DISTRIBUTION & TREATMENT					
4332	Water Services					
4335	Water Treatment		302,500	302,500	362,400	
	HEALTH					
4414	Pest Control					
4415	Health Agencies and Hospitals					
4416	Public Health		39,083	39,072	40,394	
	WELFARE					
4442	Direct Assistance					
4444	Intergovernmental Welf. Pay'ts.					
4445	Vendor Payments					
4447	Welfare Department		86,973	72,324	83,079	231
	Sub-Totals (carry to top of page 3)		2,865,641	2,802,866	2,921,668	19,198

PURPOSE OF APPROPRIATION (Continued)	W.A. No.	1	2	3	Budget Committee	
		* Actual Appropriations Prior Year (omit cents)	Actual Expenditures Prior Year (omit cents)	Selectmen's Recommended Budget	Recommended Ensuing Fiscal Year (omit cents)	Not Recommended (omit cents)
Sub-Totals (from page 2)						
CULTURE AND RECREATION						
4520 Parks and Recreation		56,713	54,868	43,598	43,598	
4550 Library		38,316	38,548		46,380	
4583 Patriotic Purposes		4,000	4,750	2,250	2,250	
4589 Other Culture and Recreation						
CONSERVATION						
4612 Purchase of Natural Resources						
4619 Other Conservation		52,765	52,765	1,267	1,267	
REDEVELOPMENT AND HOUSING						
ECONOMIC DEVELOPMENT						
4690 Economic Dev. Comm.		7,400	1,886	2,900	2,900	
DEBT SERVICE						
4711 Princ.-Long Term Bonds & Notes		165,000	165,000	120,000	120,000	
4721 Int.-Long Term Bonds & Notes		42,488	41,652	34,000	34,000	
4723 Interest on TAN		112,500	100,621	122,500	122,500	
CAPITAL OUTLAY						
4901 Land and Improvements				20,000	20,000	
4902 Mach., Veh., & Equip.		110,000	109,987	110,085	110,085	
4903 Buildings				30,000	30,000	
4909 Improvements Other than Bldgs.		20,000	15,508			
4911 Rte. 106 Sewer Ext.		3,265,000	3,265,000			
OPERATING TRANSFERS OUT						
4912 To Special Revenue Fund						
4913 To Capital Projects Fund						
4914 To Enterprise Fund						
Sewer —						
Water —						
Electric —						
4915 To Capital Reserve Fund		150,000	150,000	215,450	185,450	30,000
4916 To Trust and Agency Funds						
TOTAL APPROPRIATIONS		6,890,823	6,803,451	3,539,531	3,640,098	49,198

* Enter in these columns the numbers which were revised and approved by DRA and which appear on the prior tax rate papers.

10% LIMITATION OF APPROPRIATIONS

(SEE RSA 32:18, 19 & 21)

Please disclose the following items (to be excluded from the 10% calculation)

\$ _____ Recommended Amount of Collective Bargaining Cost Items. (RSA 32:19). \$ _____ Amount of Mandatory Water & Waste Treatment Facilities. (RSA 32:21).

RSA 273-A:1,IV "'Cost Item' means any benefit acquired through collective bargaining whose implementation requires an appropriation by the legislative body of the public employer with which negotiations are being conducted."

** Amounts Not Recommended by Selectmen **

These amounts are not included in the recommended column.

Warrant Article #

\$ Amount

Warrant Article #

\$ Amount

SOURCE OF REVENUE		W.A. No.	1 *Estimated Revenues Prior Year (omit cents)	2 Actual Revenues Prior Year (omit cents)	3 Selectmen's Budget Ensuing Fiscal Year (omit cents)	4 Estimated Revenues Ensuing Fiscal Year (omit cents)
Acct. No.	TAXES					
3120	Land Use Change Taxes		900	898	1,000	1,000
3180	Resident Taxes					
3185	Yield Taxes		12,000	12,944	13,000	13,000
3186	Payment in Lieu of Taxes		30,000	30,000	30,000	30,000
3189	Other Taxes (Specify Bank Stock Tax Amt.)\$					
3190	Interest & Penalties on Delinquent Taxes		220,000	230,855	220,000	220,000
	Inventory Penalties					
	LICENSES, PERMITS AND FEES					
3210	Business Licenses and Permits					
3220	Motor Vehicle Permit Fees		429,000	449,059	435,000	435,000
3230	Building Permits		22,000	18,559	25,000	25,000
3290	Other Licenses, Permits & Fees		12,000	13,105	12,411	12,411
	FROM FEDERAL GOVERNMENT					
3319	Other					
	FROM STATE					
3351	Shared Revenue		84,176	84,176	99,069	99,069
3353	Highway Block Grant		95,652	95,652	99,923	99,923
3354	Water Pollution Grants		21,823	21,823	20,981	20,981
3355	Housing and Community Development					
3356	State & Federal Forest Land Reimbursement					
3357	Flood Control Reimbursement					
3359	Other (Including Railroad Tax)		32,364	54,978	59,110	59,110
	FROM OTHER GOVERNMENT					
3379	Intergovernmental Revenues					
	CHARGES FOR SERVICES					
3401	Income from Departments		125,000	169,721	147,397	147,397
3409	Other Charges		10,000	11,057	10,000	10,000
	MISCELLANEOUS REVENUES					
3501	Sale of Municipal Property		36,100	34,905	1,500	1,500
3502	Interest on Investments		50,000	71,392	52,000	52,000
3509	Other					
	INTERFUND OPERATING TRANSFERS IN					
3912	Special Revenue Fund					
3913	Capital Projects Fund		69,350	69,350	46,706	46,706
3914	Enterprise Fund					
	Sewer —		210,561	210,561	210,561	247,167
	Water —		302,500	302,500	302,500	362,400
	Electric —					
3915	Capital Reserve Fund		167,390	167,009	67,000	67,000
3916	Trust and Agency Funds					
	OTHER FINANCING SOURCES					
3934	Proc. from Long Term Notes & Bonds		3,265,000	3,265,000		
General Fund Balance		For Municipal Use				
Unreserved Fund Balance	< \$ >	xxx	xxx	xxx	xxx	
Fund Balance Voted From Surplus	< \$ >					
Fund Balance to be Retained	\$	xxx	xxx	xxx	xxx	
Fund Balance Remaining to Reduce Taxes	\$					
TOTAL REVENUES AND CREDITS			5,195,816	5,313,544	1,853,158	1,949,725

*Enter in this column the numbers which were revised and approved by DRA and which appear on the MS-4 form.

Total Appropriations _____

Less: Amount of Estimated Revenues, Exclusive of Property Taxes _____

Amount of Taxes to be Raised (Exclusive of School and County Taxes) _____

BUDGET OF THE TOWN OF _____, N.H.

1995

SCHOOL DISTRICT WARRANT

AND

PROPOSED SCHOOL BUDGET

THE STATE OF NEW HAMPSHIRE

TO THE INHABITANTS OF THE SCHOOL DISTRICT IN THE TOWN OF PEMBROKE,
QUALIFIED TO VOTE IN DISTRICT AFFAIRS:

You are hereby notified to meet at Pembroke Academy in said District on the 11th day of March, 1995 at 9:00 A.M. to act upon the following subjects:

1. To hear the reports of Agents, Auditors, Committees, or Officers chosen, and to pass any vote relating thereto.

2. To see if the District will vote to authorize the School Board to accept gifts and donations from any source on behalf of the School District.

3. To see if the District will vote to raise and appropriate the sum of \$73,000 as a deficit appropriation for underbudgeted special education costs for the 1994-95 fiscal year, to be paid to the District prior to June 30, 1995. (School Board recommends approval. Budget Committee recommends approval.)

4. To see if the District will vote to approve the cost items included in the collective bargaining agreement reached between Pembroke School Board and the Education Association of Pembroke which calls for the following increases in salaries and benefits:

Year 1995/96	Cost \$254,038
Year 1996/97	Cost \$249,292
Year 1997/98	Cost \$254,170

and further to raise and appropriate the sum of \$254,038 for the 1995/96 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits agreed to by the Pembroke School Board and the Education Association of Pembroke. (School Board recommends approval. Budget Committee does not recommend approval.)

5. To see if the District will vote to raise and appropriate the sum of \$46,163 for the purpose of financing a technology initiative to include computers, software, and related equipment for use by the school district. (School Board recommends approval. Budget Committee recommends approval.)

6. To see if the District will vote to create an expendable general fund trust fund under the provisions of RSA 198:20-c, to be known as the Special Education Fund, for the purpose of meeting the District's lawful obligation to its special education students and to raise and appropriate the sum of up to \$50,000 from surplus for this purpose and to authorize the use/transfer of up to \$50,000 from the June 30, 1995 fund balance for this purpose, and to designate the school board as agents to expend. (School Board recommends approval. Budget Committee recommends approval.)

7. To see if the district will vote to raise and appropriate the sum of up to \$20,000 from surplus, to be added to the school building

Capital Reserve Fund previously established, and to authorize the use/transfer of up to \$20,000, from the June 30, 1995 fund balance for this purpose. (School Board recommends approval. Budget Committee recommends approval.)

8. To see if the District will vote to authorize the withdrawal of \$25,185 from the School Building Capital Reserve fund for the purpose of installing sinks at Village School, replacing paving, installing vinyl tile, a burglar alarm and a shower at Hill School; expanding storage space, installing a sidewalk and fencing at Three Rivers School; and replacing the greenhouse furnace and installing eye wash units in 3 science rooms at Pembroke Academy. (School Board recommends approval. Budget Committee recommends approval.)

9. To see what sum of money the District will raise and appropriate for the support of schools, for the payment of salaries and benefits for school district officials and agents and for the payment of statutory obligations of the District.

10. To choose Agents and Committees in relation to any subjects embraced in the District.

11. To transact any other business that may legally come before said meeting.

Given under our hands at said Pembroke this 21st day of February, 1995.

Clinton Hanson
Ryland Weisiger
Gerard Fleury
Ingrid Lemaire
Susan Seidner
Pembroke School Board

BUDGET-PEMBROKE SCHOOL DISTRICT

PURPOSE OF APPROPRIATION	Expenditures 1993-94	Approved Budget 1994-95	School Board's Budget 1995-96	Budget Committee	
				Recommended 1995-96	Not Recommended 1995-96
INSTRUCTION					
Regular Programs.....	\$2,990,095	\$3,271,208	\$3,519,106		
Special Programs.....	1,070,199	1,161,744	1,222,818		
Vocational Programs.....	376,033	398,595	424,275		
Other Instructional Programs.	109,090	125,308	137,845		
Adult/Continuing Education...	600	600	600		
SUPPORT SERVICES					
Pupil Services					
Attendance & Social Work.....		25	25		
Guidance.....	274,330	295,124	336,880		
Health.....	91,366	97,451	101,431		
Instructional Staff Services..					
Improvement of Instruction...	17,892	19,790	29,790		
Educational Media.....	147,192	192,102	209,915		
Other Inst. Staff Services...	10,086				
General Administration					
All Other Objects.....	30,425	30,903	33,624		
S.A.U. Management Services...	200,189	203,261	235,571		
Other Gen. Adm. Services.....		40,009			
School Administration Services	439,361	456,307	461,539		
Business Services					
Operation/Maint. of Plant....	804,172	830,318	850,405		
Pupil Transportation.....	268,220	295,890	303,901		
Other Support Services	1,130,173	1,228,732	1,491,005		
FACILITIES ACQUISITION & CONST.	57,099	6,008	9		
OTHER OUTLAYS					
Debt Service					
Principal.....	420,000	415,000	355,000		
Interest.....	336,163	305,839	278,741		
Fund Transfers					
To Federal Projects Fund.....	87,384	49,886	49,886		
To Food Service Fund.....	327,359	379,000	379,000		
To Capital Reserve Fund.....			20,000		
To Expendable Trust Fund.....			50,000		
Deficit Appropriation			73,000		
TOTAL APPROPRIATIONS.....	\$9,187,428	\$9,803,100	\$10,564,369	\$10,271,676	\$ 292,693

ESTIMATED REVENUES

REVENUES & CREDITS AVAILABLE TO REDUCE SCHOOL TAXES	Revised Revenues 1994-95	School Board's Budget 1995-96	Budget Committee Budget 1995-96
Foundation Aid.....	761,486	717,440	
School Building Aid.....	137,014	107,014	
Area Vocational School.....	14,515	14,515	
Catastrophic Aid.....	27,603	96,880	
Child Nutrition.....	6,322	6,322	
ECIA - I & II.....	49,886	49,886	
Child Nutrition Program.....	81,466	81,466	
Other (Medicaid).....	6,996	----	
Trans. From Cap. Reserve Fund.....	28,215	25,185	
Tuition.....	2,607,439	2,781,430	
Earnings on Investments.....	5,709	5,709	
Pupil Activities - Includes Sp. Ed. Aides.....	5,000	45,000	
Rentals.....	20,000	20,000	
Lunch Sales.....	291,212	291,212	
Unreserved Fund Balance.....	\$ 241,970	-0-	
Fund Balance Voted From Surplus.....		70,000	
TOTAL SCHOOL REVENUES & CREDITS.....	4,284,833	4,312,059	4,312,059
DISTRICT ASSESSMENT	5,518,267	6,252,310	5,959,617
TOTAL REVENUES & DISTRICT ASSESSMENT.....	9,803,100	10,564,369	10,271,676

ZONING BOARD OF ADJUSTMENT REPORT

The Zoning Board of Adjustment received nine (9) applications in 1994. The breakdown of cases is as follows: Variances (4 cases) 3 Granted, 1 - Board decided no variance was needed; Special Exception (4 cases); 2 Granted, 2 Board decided no special exception was needed; Appeal from Administrative Decision (1 case) 1 Decided in favor of the applicant.

Vincent Flewelling, Chairman
Zoning Board of Adjustment

CODE ENFORCEMENT OFFICER'S REPORT

1994 saw an increase in permit activity with the major emphasis on residential construction. "New Housing Starts" almost doubled the average number of "Housing Starts" for the past several years. Not only did the number of residential permits increase, the average construction cost in 1994 was \$84,400 as compared to \$58,500 in 1993.

Anyone with questions concerning Building Codes, Zoning or the need for a building permit should contact Town Hall for assistance.

John M. Freeman, Code Enforcement Officer

PERMITS ISSUED IN 1994

TYPE OF PERMITS	NUMBER ISSUED	CONSTRUCTION COST
Single Family	12	\$1,072,722.00
Industrial	1	87,710.00
Commercial	1	9,000.00
Garages	10	137,500.00
Barns	7	55,300.00
Utility Buildings	16	
Electrical	65	65,150.00
Plumbing	26	45,000.00
Renewals	1	
Swimming Pools	11	
Fences	7	
Signs	18	
Additions/Remodeling	72	448,350.00
Razing	4	
Septic Systems	22	
Manufactured Housing Parks	5	
Child Care Facilities	9	
Other	4	
TOTALS	284	\$1,878,232.00
TOTAL FEES: \$21,266.47		

CEMETERY COMMISSION

During 1994 the commission concentrated its efforts in three areas: monument repairs, cemetery wall repairs, and cemetery mapping.

The Commission contracted for the repair and re-setting of damaged or tipped gravestones in Pembroke Street Cemetery, one of the oldest burying places in town. These repairs were completed in the fall of 1994. This work completed monument repairs in all the town's larger cemeteries except for Old North Pembroke Cemetery on North Pembroke Road. The Commission hopes to have sufficient funds to repair stones in the latter during 1995.

The Commission contracted for rebuilding of the deteriorated wall along the front of Buck Street Cemetery. Work included replacement of broken granite posts, substitution of chains for iron bars between the posts, fabrication of one gate, and repairs to another. These repairs bring Buck Street Cemetery into conformity with state law, which requires all town cemeteries to have good fences and gates.

The Commission employed a professional surveyor to prepare plans of Abbott Cemetery on Borough Road and Richardson Cemetery at Cross Country Road and Sixth Range Road. This mapping provided the town with plans for each of its public cemeteries except for Old North Pembroke Cemetery on North Pembroke Road. If funds permit, the latter will be mapped in 1995.

As it has in prior years, the Commission solicits contributions or bequests to the Cemetery Improvement Fund, administered by the Trustees of Trust Funds. Enlargement of this fund through gifts from residents and friends of Pembroke's cemeteries will provide an endowment for cemetery upkeep and improvement, freeing the town's cemeteries from complete dependence on fluctuating town budgets and helping to make our historic burying places a source of pride and beauty for the community.

Respectfully submitted,
Howard Robinson, Chairman

LIBRARY TRUSTEES REPORT

This year The Library has added 80 new patrons and has added many new titles including the Groves Encyclopedia of Music and Composers. We now have 54 magazines and 3 newspapers.

The computer system continues to be utilized for inter-library loan requesting books from other Town Libraries, The State Library and College Libraries such as UNH and Keene State.

The Christa McAuliffe Planetarium family pass has proven to be a worthwhile investment. It has been enjoyed by more than 20 families. Please note that the librarian has a reservation list for those popular weekends and school holiday weeks.

The Adult Reading Discussion Group coordinated by Joyce Belanger is still meeting every six weeks on Tuesday nights at 7 PM. They follow the NH Humanities Council's Program, "What is NH Reading This Month." Please contact the library for further information.

The Library Staff and the Trustees would like to thank our patrons and those people who have given donations, volunteered, purchased books at Old Home Day and have supported our endeavors.

The Trustees Meet the third Monday of every month at 7pm at the Library. Please join us.

Elaine S. Mills
Nancy L. Musil
Linda G. Fenn
LIBRARY TRUSTEES

LIBRARY HOURS

Monday	1:00pm - 8:30pm
Tuesday	10:00am - 5:00pm
Wednesday	1:00pm - 5:00pm
Thursday	1:00pm - 5:00pm
Friday	1:00pm - 5:00pm
Saturday	10:00am - 12:00pm

PEMBROKE RECREATION COMMISSION

The Recreation Commission oversees the maintenance of Gamelin Memorial Field. Facilities at the park include: basketball; four ball fields (one lighted) for baseball, softball and soccer; beach volleyball; fitness course; playground; picnic area; pavilion; and a boat launch area. Each year the commission supports: a soccer league for children (grades kindergarten - 6), biddie basketball (grades 4 - 6), winter league basketball (girls - grades 9 - 12), Little League baseball and softball, summer recreation softball, summer recreation basketball (grades 7 - 12), adult open gym, a fishing derby, a summer recreation program, summer swimming, an annual antique fire truck show, Almost Home Day Road Race and Old-Home Day activities.

Last year the construction of four tennis courts at Pembroke Academy was completed. The courts are located behind the track at the high school. The commission would like to thank George Edwards, former headmaster at Pembroke Academy, for his hours spent on this project.

The following repairs were made: repaving of the road leading down to the field, replacement of the boat launch at the point, fireplaces at the point, interior improvements to the recreation building.

Gordon Reidesel organized and directed the third annual Almost Home Day Road Race. The race, held for walkers and runners, was very successful as more than 200 people participated. Proceeds from the race were donated to the Pembroke Endowment Fund for the Hospice House in Concord. The commission would also like to thank George Edwards, and Pembroke Academy, which provided facilities.

Carla Gallivan and Beth Lavoie directed our summer recreation program. The program ran for five weeks and this year included children from Allenstown. The Town of Allenstown helped to fund the program and the commission would like to thank Jim Boisvert who was instrumental in involving our neighboring town into this worthwhile program. Also, the commission would like to note that our directors did an outstanding job coordinating the program involving the two towns and we expect to have Allenstown's participation again next year. Children were involved in sport activities, weekly field trips and arts & crafts. We look forward to next summer.

Tanya Carlsson organized our summer swimming program. Classes were offered in advanced beginner, intermediate, and swimmer. More than 150 children registered in these classes and 123 completed the program. Classes are held at Plausawa Valley Country Club.

Helen Fryer coordinated a program for senior citizens. The group (M&M's) met for luncheons, took trips and invited speakers to talk on various subjects of interest to the group. Helen continues to volunteer for various projects in town and her efforts do not go unnoticed by the commission. We would like to thank Helen for her continuing support.

Our intent next year is to continue existing programs, replace existing fireplaces at the point, fill and loam area behind softball field to be used by youth soccer, and purchase a building to store equipment for women's softball, youth soccer and little league equipment.

The commission would like to thank Henry Malo and the Highway Department for their help and assistance last summer. Their continued efforts in many projects have reduced the overall cost to the town.

Rose Galligan, Chairperson
Michele Carvalho, Secretary
Greg Goff, Treasurer
David Seavey
Bob Musil

CONSERVATION COMMISSION REPORT

The Pembroke Conservation Commission has been active with various projects during the past year. On behalf of the Town we took title to 130 acres of land donated by the Whittemore family and 7.3 acres by the Morse family. The new Whittemore Town Forest, Conservation, and Recreation Area and the Schuett Conservation Area bring the total acreage of conservation land either owned or under easement to 239 acres. In the spring cub scouts and their families helped the Commission clean up part of the Brickett Hill Town Forest meadow. They also helped us plant wildlife shrubbery as part of our habitat improvement project. At White Sands we had enthusiastic work done in June by Boy Scout Troop 270 with trail improvement and clean up. In October, the sixth grade class came to White Sands for an environmental field trip. Because their teachers offered prizes for the most trash collected there was hardly a speck of trash left anywhere. They were so efficient the Highway Department had to make a special trip to haul it away. We want to thank Henry Malo and his crew as well as the Police, the Recreation Commission, and local residents for making White Sands a valuable public resource.

The number of Dredge and Fill permit applications was still relatively small in 1994 and most were for minimum impact projects. Commission members attended workshops and meetings on their own time to help them with their local duties. The Commission has sent its chair to meetings with the other communities of the Soucook River watershed as part of an effort to protect the river valley and its natural, historical, and economic resources. Under the umbrella of the Central New Hampshire Regional Planning Commission this group received one of the two National Park Service Rivers and Trails Technical Assistance grants in the Northeast. We are convinced that Pembroke's decision to build a sewer extension in the Soucook Valley up Route 106 was a strong factor in receiving the grant. We are looking for anyone in Pembroke to join us in ensuring the protection and use of the Soucook River. Our annual Old Home Day Canoe Race attracted canoeists from as far away as Connecticut.

We wish to thank the citizens of Pembroke for your support and hope that you will let us know what your conservation concerns are.

Sincerely,
Gordon M. Riedesel
Chairman

PEMBROKE ECONOMIC DEVELOPMENT COMMITTEE

The Pembroke Economic Development Committee (PEDC) has completed 1994 with encouraging signs of growth, both in the expansion of our existing employee base and business facilities as well as increased activity in inquiries by new businesses.

The economic development brochure is being developed on a computer disk. The computer disk will provide any business with current information on the Town of Pembroke.

The PEDC has met with real estate brokers, both commercial and residential to discuss the marketability of Pembroke and has plans to meet again in 1995. Marketing of Pembroke will take into consideration that 85% of economic growth comes from retaining and expanding existing businesses.

In conjunction with UNH, Office of Economic Initiatives, the committee and 35 members of the business community successfully completed the Community Renaissance Program (CRP). The intent of the CRP is to map out a long range plan for growth and development after creating an inventory of strengths, weaknesses, and opportunities in order to develop an action plan. The results of the CRP and the Business Visitation Program (BVP) were very clear as to our long range strategy in two basic areas. One, our business community has a need for a central and united voice. The Greater Concord Chamber of Commerce assisted with the ideas of an affiliate group and the Pembroke Business Council is being developed. A business survey was conducted and the results were overwhelming both in interest and need. The formal formation of this council will take place in early 1995.

The second and possibly the most important result of the Community Renaissance Program and the BVP was the lack of clear identity beyond the town lines of the existence of the Town of Pembroke. Since maps, directories, and guidebooks are based on zip codes, the PEDC found Pembroke was omitted from most identification materials. A logical starting point is returning the name of the Post Office back to the Pembroke Post Office which puts Pembroke strongly and proudly on the maps. This will reestablish Pembroke's individual and unique sense of identity without any infringement on the postal services to any surrounding towns. This change will also assist both towns in easy identification when the new "911" goes into effect.

The Economic Development Committee meets at 7:00 P.M., the third Thursday of each month in the Town Hall. If you have any comments or questions regarding economic development or need assistance in economic development, the Committee would appreciate your input at our meetings.

Respectfully submitted,
Cheryl Tufts, Chairman
Pembroke Economic Development

PEMBROKE WATER WORKS INDEPENDENT AUDITOR'S REPORT

January 13, 1995

To the Board of Water Commissioners
of Pembroke Water Works

We have audited the accompanying balance sheets of Pembroke Water Works as of December 31, 1994 and 1993, and the related statements of income, retained earnings, and cash flows for the years then ended. These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Pembroke Water Works as of December 31, 1994 and 1993, and the results of its operations and its cash flows for the years then ended in conformity with generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The schedules of operating expenses on page 8 is presented for the purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements, and in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Burnham & Deane, Professional Association
Concord, New Hampshire

PEMBROKE WATER WORKS

BALANCE SHEET - ASSETS

	<u>1994</u>	<u>1993</u>
CURRENT ASSETS		
Cash		
Savings accounts	\$93,611	\$91,230
Checking accounts	58,949	37,437
Change fund	185	185
Capital reserve fund account (Note E)	<u>6,927</u>	<u>66,443</u>
	159,672	195,295
Accounts receivable	11,692	13,936
Material and supplies inventory (Note A)	24,094	19,309
Prepaid insurance	4,000	4,201
Construction in Progress (Note G)	<u>-</u>	<u>115,065</u>
TOTAL CURRENT ASSETS	199,458	347,806
PROPERTY AND EQUIPMENT (Note A)		
Land	31,935	31,935
Structures	794,783	718,204
Water supply and pumping equipment	244,765	168,263
Water distribution equipment	1,194,303	1,175,145
Other equipment	91,708	91,877
Well exploration costs	<u>20,306</u>	<u>20,306</u>
	2,377,800	2,205,730
Less allowances for depreciation	<u>(977,291)</u>	<u>(927,485)</u>
	<u>1,400,509</u>	<u>1,278,245</u>
	<u>\$1,599,967</u>	<u>\$1,626,051</u>
LIABILITIES AND CAPITAL		
CURRENT LIABILITIES		
Accounts payable	\$ 369	\$ 1,740
Accrued interest	4,340	5,383
Current portion of long-term debt (Note C)	<u>25,000</u>	<u>30,000</u>
TOTAL CURRENT LIABILITIES	29,709	37,123
LONG-TERM DEBT, less portion payable within one year classified as a current liability (Note C)	100,000	125,000
CAPITAL		
Municipal investment (Note D)	213,693	213,693
Retained earnings (operating)	1,248,725	1,181,975
Capital reserve fund (Note E)	<u>7,840</u>	<u>68,260</u>
	<u>1,470,258</u>	<u>1,463,928</u>
	<u>\$1,599,967</u>	<u>\$1,626,051</u>

PEMBROKE WATER WORKS
STATEMENTS OF OPERATIONS AND RETAINED EARNINGS

	<u>1994</u>	<u>1993</u>
OPERATING REVENUE (Note B)		
Residential water sales	\$241,224	\$241,094
Hydrant rentals	33,072	32,916
Commercial water sales	45,301	42,323
Merchandise sales and job work	<u>5,688</u>	<u>8,459</u>
	325,285	327,792
OPERATING DEDUCTIONS		
Operating expenses	266,819	255,541
Depreciation and amortization	52,181	48,657
Payments in lieu of property taxes	<u>682</u>	<u>657</u>
	<u>319,682</u>	<u>304,855</u>
OPERATING INCOME	5,603	22,937
NON-OPERATING EXPENSE (REVENUE)		
Interest Expense	9,457	11,709
Interest Income	(3,305)	(4,966)
Finance service charges on delinquent accounts	(2,299)	(2,460)
Property tax refund	-	-
Miscellaneous Income -	<u>-</u>	<u>(1,016)</u>
	<u>3,853</u>	<u>3,267</u>
NET INCOME	1,750	19,670
Retained earnings (operating) at beginning of year	1,181,975	1,162,305
Transfer from Capital Reserve Fund	<u>65,000</u>	<u>-</u>
RETAINED EARNINGS (OPERATING) AT END OF YEAR	<u>\$1,248,725</u>	<u>\$1,181,975</u>

The accompanying notes are an integral part of the financial statements.

STATEMENTS OF CAPITAL RESERVE FUND

	<u>1994</u>	<u>1993</u>
OPERATING REVENUE (Note E)		
Permit fees	\$4,305	\$2,816
NON-OPERATING REVENUE		
Interest	<u>275</u>	<u>1,437</u>
NET INCOME	4,580	4,253
Capital reserve fund at beginning of year	68,260	64,007
Transfer to operating fund	<u>(65,000)</u>	<u>-</u>
CAPITAL RESERVE FUND AT END OF YEAR	<u>\$7,840</u>	<u>\$68,260</u>

PEMBROKE WATER WORKS STATEMENTS OF CASH FLOWS

	<u>1994</u>	<u>1993</u>
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net Income - operations and reserve	\$6,330	\$23,923
Non-cash expense included in net income		
Depreciation and amortization	52,181	48,657
Loss on disposal of equipment	127	-
Net (increase) decrease in:		
Account receivable	2,244	3,905
Inventory	(4,785)	362
Prepaid insurance	201	(227)
Net (decrease) increase in:		
Accounts payable	(1,371)	450
Accrued interest	<u>(1,043)</u>	<u>(1,041)</u>
NET CASH PROVIDED BY OPERATING ACTIVITIES	53,884	76,029
CASH FLOWS FROM INVESTING ACTIVITIES:		
Capital expenditures	(59,507)	(6,841)
Construction in Progress	<u>-</u>	<u>(115,065)</u>
NET CASH (USED BY) INVESTING ACTIVITIES	(59,507)	(121,906)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Debt reduction		
payments on bond	<u>(30,000)</u>	<u>(30,000)</u>
NET CASH (USED FOR) FINANCING ACTIVITIES	<u>(30,000)</u>	<u>(30,000)</u>
NET (DECREASE) INCREASE IN CASH	(35,623)	(75,877)
CASH BEGINNING OF YEAR	<u>195,295</u>	<u>271,172</u>
CASH AT END OF YEAR	<u><u>\$159,672</u></u>	<u><u>\$195,295</u></u>
SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION		
Interest paid	\$10,500	\$12,750

The accompanying notes are an integral part of the financial statements.

PEMBROKE WATER WORKS NOTES TO FINANCIAL STATEMENTS

NOTE A - ACCOUNTING POLICIES

The principal accounting policies of Pembroke Water Works ("the Water Works") are as follows:

Business Activity

The Water Works provides water service to residents and businesses located in the towns of Pembroke and Allenstown. This provides a customer base of 1,974 accounts representing 3,156 individual units.

Accounting Basis

The Water Works uses the accrual method of accounting for all revenue and expenses.

Property and Equipment

These assets are carried at cost. Maintenance repairs and minor renewals are expensed as incurred and renewals and betterments are capitalized. When an asset is retired or disposed of, the related costs and accumulated depreciation are removed from the accounts and any gain or loss on the disposition is credited or charged to income. Provision is made on the straight-line method for depreciation by annual charges to operations calculated to absorb the costs over the estimated useful lives of the assets.

The cost of water mains included under the caption "Water distribution equipment" reflects only those costs actually expended by the Water Works. In prior years, the Water Works acquired title to additional mains located in housing development areas. The cost of such mains has been borne by the developer. Under the standard contract provision mains installed in development areas become the property of the Town after a specified period of time. The cost of mains so acquired is not reflected in the property and equipment accounts.

Inventory

Materials and supplies inventory is valued at cost using the weighted average method.

NOTE B - EASEMENT AGREEMENT

In August, 1973, the State of New Hampshire granted to the Water Works an easement and right of way for the construction of a well and pumping station on land situated in Bear Brook State Park. Under the terms of the easement agreement, the Water Works is obligated to supply up to 50,000 gallons of water a day indefinitely to the State at no charge.

NOTE C - LONG TERM DEBT

Long-term debt consisted of the following at December 31, 1994 and 1993.

	<u>1994</u>	<u>1993</u>
7.5\$ serial bond issued 1988, and maturing at the rate of \$30,000 annually beginning in 1990 and maturing in 1999, backed by the full faith and credit of the Town of Pembroke.	\$125,000	\$155,000
Less portion payable within one year classified as a current liability	<u>25,000</u>	<u>30,000</u>
TOTAL LONG-TERM DEBT NET OF CURRENT PORTION	<u>\$100,000</u>	<u>\$125,000</u>

Principal is to be repaid as follows:

<u>Year Ending December 31,</u>	<u>Amount</u>
1995	\$25,000
1996	25,000
1997	25,000
1998	25,000
1999	25,000
	<u>\$125,000</u>

NOTE D - MUNICIPAL INVESTMENT

During fiscal year 1985 Pembroke Water Works constructed a new water main on Route 106 from Pembroke Street to the Concord City Line. The town of Pembroke voted to authorize \$200,000 for this construction and issued this amount to Pembroke Water Works.

This increased the municipal investment to \$213,693 at December 31, 1985. The total construction cost of this project was \$213,815.

NOTE E - CAPITAL RESERVE FUND

During fiscal year 1986, Pembroke Water Works established a \$750 per unit tap fee to finance construction, reconstruction, acquisition of needed water works system equipment, improvements and/or the acquisition of land for water system expansion. The fee is only charged to Pembroke and Allenstown applicants; monies are held by the town trustees of trust funds. The fund amounted to \$ 7,840 and \$68,260 at December 31, 1994 and 1993, respectively. During 1994, \$65,000 was transferred to the operating fund in connection with construction referred to in Note G.

NOTE F - DEFERRED COMPENSATION PLAN

During 1988, the company established a deferred compensation plan available to all employees in accordance with section 457 of the Internal Revenue Code. The plan expense was \$15,484 and \$12,212 for 1994 and 1993, respectively. The plan is administered by a third party.

NOTE G - CONSTRUCTION IN PROGRESS

During 1993 Pembroke Water Works began construction of a new well, pump house and related improvements necessary to provide additional water supply. The project was complete and in service in July 1994.

SCHEDULES OF OPERATING EXPENSES

	<u>1994</u>	<u>1993</u>
Water supply and pumping:		
Power purchases	\$46,652	\$42,845
Pumping station labor	8,177	7,986
Pumping station supplies and expense	17,636	15,171
Repairs - pumping station structures and equipment	1,017	178
Purification labor	6,510	6,970
Water purification supplies and expense	11,383	19,319
Water distribution:		
Gravel and hot top	900	579
Labor, repairs and supplies - service	10,659	3,918
Labor, repairs and supplies - hydrants	2,591	4,270
Labor, repairs and supplies - mains	3,040	2,751
Labor, repairs and supplies - meters	5,175	4,092
Miscellaneous labor	13,586	11,330
Administration:		
Superintendent	31,201	30,250
Office	28,331	25,073
Insurance	20,707	20,879
Garage	6,827	10,233
Commissioners' and treasurer salaries	5,800	5,800
Meter readings	3,737	4,062
Miscellaneous	3,770	1,954
Payroll taxes	9,782	9,768
Store department and shop	4,964	5,539
Professional fees	2,434	2,871
Printing of Town Report	193	248
Benefit hours	6,263	7,243
Deferred compensation expense	<u>15,484</u>	<u>12,212</u>
 TOTAL OPERATING EXPENSES	 <u>\$266,819</u>	 <u>\$255,541</u>

SEWER COMMISSION REPORT

We have had a very productive year. We have settled the dispute with Allenstown and are working on a contract to have the treatment plant come back into Pembroke and take care of the pump stations. Both the pump stations at Bridge Street Extension and Bow Lane have been updated with new pumps. We encountered a manhole that was caving in on Bow Lane and made repairs there to try to eliminate future problems.

The work has started on the sewer extension project. We encountered a few difficulties, but seem to be getting on with the project. The work appears to be going according to schedule. All of the abutters will be getting notices of when to apply for the permits to hook up on line in late summer or early fall.

We have noticed that a few residents were unhappy with their sewer bills this past summer. Sewer bills are done according to the amount of water that is used. (Example: If you use 30,000 gallons of water, your sewer bill will be for 30,000 gallons.) Sewer rates are higher than water rates. In the summer months you probably use more water because of washing your car, watering the garden or lawn or filling your swimming pool. If you should have a problem with your pool and need to fill the complete pool let us know in writing before hand with the date that the pool will be filled and we can read your meter as to deduct this amount from your sewer bill. If you let us know after the fact you will not receive an abatement for this. If you should have any problems with your sewer bill please send a letter letting us know of the problem as soon as possible.

If your sewer bill does double or triple in the summer months you may want to look into the reasons why this is happening prior to contacting us. If you have a pool, a garden or you water your lawn frequently, you may want to look into a sewer meter which measures the water flow to one (1) outside faucet. This sewer meter would be deducted off the bill for the amount of usage. For more information on this please contact the Sewer Commission.

The Sewer Commission does meet on a regular basis, the third Tuesday of every month at 7:00 pm at the Pembroke Town Hall.

Paulette Malo
Sewer Commission Chairman

SEWER COMMISSION BUDGET

	1994 Budget	Expended to date	1995 Requested
UTILITIES:			
Bridge Street	\$1,700.00	\$615.96	\$1,700.00
Bow Lane	3,500.00	3,272.16	3,500.00
ADMINISTRATION:			
Insurance	150.00	100.00	150.00
Payment to Treatment Plant	158,355.50	165,969.53	209,616.74
Postage	800.00	1,106.54	1,200.00
Professional fees	2,000.00	6,219.05	2,000.00
Supplies	500.00	1,757.00	1,000.00
Town Report & Reimburse	2,500.00	3,424.20	4,500.00
MAINTENANCE:			
Bridge Street	7,100.00	3,301.95	3,500.00
Bow Lane	6,000.00	9,552.09	4,000.00
Lines & Manholes	10,000.00	985.00	10,000.00
Engineering	5,000.00	7,345.03	5,000.00
New Equipment	1,000.00	1,757.00	1,000.00
TOTAL EXPENSES	198,605.50	205,405.51	247,166.74
Warrant to 12/31/94		228,474.54	
Balance		+23,069.03	
Other income:			
Late fees		782.79	
Permits		750.00	
Interest		4,563.78	(cash/oper/repl)
		6,096.57	
Capital Income:			
Grants, interest		134,937.67	
Fund Balances:			
Cash		0.00	
Operating		41,851.73	
Replacement		205,440.25	
Fed. Grant		111,056.00	
		358,347.98	
Paid to Town for Bonds	\$0.00		

PEMBROKE AND ALLENSTOWN OLD HOME DAY

Slogan: Hands Across the Water
Theme: Dare To Dream

On August 27th. as the sun broke the Pembroke Woman's Club was already in high gear flipping pancakes and scrambling eggs in preparation of their 14th year's participation in the OHD event with their breakfast buffet. As with other organizations, such as the Lions Club, Rod and Gun Club and many others, their continued support enables this event to thrive and flourish year after year.

And although our financial needs are met through the generosity of both towns, businesses and individuals, we are once again showing a loss of revenue this year. This is due, in part, to the fact that the event has grown considerably over the years, and we are now finding ourselves paying for services that could be handled by volunteers. Also, due to a lack of help, we were unable to man several of our own money earning projects, the Jail and Bail event and Face Painting.

Therefore, our priority this year is RECRUITMENT. Our committee presently consist of twenty two members (eight from Pembroke and fourteen from Allenstown). An estimated seven to eight thousand people attended this year's celebration with less than a dozen members working the field Saturday.

We understand the difficulty for some people to attend monthly meetings, but you need not attend every meeting to become a member-at-large. Some of the areas that we need help in are:

- Friday: Preparing field (posting signs and mainly setting up the stage. It takes 6 hrs. with a 5 man crew to set the stage).
- Saturday: Workers are needed in two hour shifts for the following:
 Parking, Jail & Bail, Face Painting, Burger King's Whopper Hopper and Pony Rides.
- Sunday: Clean up

As in the past, the success of an event is due to the continuous effort of a hard working group of people. We do not want to cease our Old Home Day celebration, as many towns in the state have done, due to a lack of volunteers. Please help us to keep it an on going event and VOLUNTEER.

And at this time, we would like to thank you for your continued support by your attendance. Looking forward to August 26, 1995 celebration.

Lorette Girard
Chairman

**PEMBROKE AND ALLENSTOWN OLD HOME DAY
1994 CASH REPORT**

CASH ON HAND - JANUARY 1, 1994 **\$3,631.81**

REVENUES RECEIVED DURING THE YEAR:

BUSINESS DONATIONS	\$4,525.00	
OLD HOME DAY RAFFLE	1,211.00	
CHILDREN'S RAFFLE	101.50	
TOWN OF PEMBROKE	1,500.00	
TOWN OF ALLENSTOWN	1,000.00	
CONCESSION FEES (BUSINESSES)	1,020.00	
CONCESSION DONATIONS	917.00	
NON-PROFIT ORGANIZATIONS	200.00	
CRAFT FEES	645.00	
PONY RIDE & HAYWAGON	625.50	
LATE DEPOSITS FOR 1993	237.14	
INTEREST	76.28	
POLITICAL DONATIONS FOR CLEAN-UP	25.00	
TOTAL REVENUES:		12,083.42

LESS EXPENDITURES DURING THE YEAR:

PARADE	\$3,150.52	
STAGE ENTERTAINMENT	1,815.00	
OTHER ENTERTAINMENT	675.00	
POLICE SECURITY	527.41	
PARKING - R.E.A.C.T.	200.00	
FIREWORKS	3,000.00	
INSURANCE	749.00	
ADVERTISING & BANNERS	130.09	
SANITATION RENTALS	200.00	
PHOTOGRAPHY	70.48	
RAFFLE TICKETS & PRIZES	323.10	
P.A. SYSTEM RENTAL	170.00	
POSTAGE	152.12	
PAGEANT EXPENSES	194.03	
PONY RIDE & HAYWAGON	1,020.00	
MISCELLANEOUS	280.26	
TOTAL EXPENDITURES:		12,657.01

OPERATING LOSS FOR 1994: **(573.59)**

LESS CAPITAL EXPENDITURES:

ELECTRICAL RECEPTACLES FOR FIELD	385.00
TARP AND LETTERS FOR OHD BOOTH	473.50

CASH ON HAND - DECEMBER 31, 1994 **\$2,199.72**

CENTRAL NEW HAMPSHIRE REGIONAL PLANNING COMMISSION

The Central New Hampshire Regional Planning Commission (CNHRPC) is a voluntary association of 20 towns and the City of Concord in Merrimack and Hillsborough Counties. The Town of Pembroke is a member in good standing of the Commission.

Our two part mission is to help our communities prepare and implement local plans and to plan for the effective and appropriate development and utilization of the resources of the region.

Our accomplishments over the last year include:

- * adopting the transportation element of the regional master plan;
- * preparing a transportation improvement program (TIP), the capital improvement plan for transportation in the region;
- * updating the Merrimack County overall economic development plan;
- * preparing a management plan for the Contoocook River;
- * supporting community representatives planning for the Soucook River;
- * preparing the update to the affordable housing assessment to provide support and guidance to local planning efforts;
- * preparing a transit information report;
- * providing a wealth of information for use by local planners;
- * providing high quality and timely technical assistance to member municipalities;

Specific activities in Pembroke included:

Providing copies of household hazardous waste collection request for proposal, DES grant application from 1992, HHW service agreement, DES post collection report form, and HHW survey report; providing copy of sample warrant article for update to zoning ordinance; providing information on impact fee zoning ordinances; participating in the Route 3/28 Corridor Study Technical Advisory Group; assisting in the review of and response to the proposed fire fighting training facility to be located adjacent to the Soucook River; assisting in the local review and response to the proposed replacement of the Route 106 bridge over the Soucook River; and gathering and providing automatic traffic recorder traffic volume data.

TRI-TOWN VOLUNTEER EMERGENCY AMBULANCE SERVICE, INC.

Emergency Telephone Numbers 485-7010 or 624-2323

Dear Pembroke Residents:

1994 experienced a small decrease in medical calls for Tri-Town personnel. We answered 1,082 medical calls during the year, of which 307 were in the town of Pembroke. Private services had to be called into Pembroke 8 times to cover a medical call. Most of these calls came at a time when our scheduled crew was already out on call and a second crew was unavailable. We continue to work with up to date equipment and very dedicated attendants who strive to provide quality care to our residents, still at no direct charge to the patient. We are also very happy to say that two of our ambulances have been completely refurbished. This project was well researched and the decision was made to refurbish two of our current ambulances at a cost of over \$85,000 versus the purchase of 1 brand new ambulance at the same price.

As you know, Tri-Town is mostly funded by tax dollars, fund drives, service donations and memorial contributions. During 1995, we will begin working on a cost recovery program that will help keep our cost to the tax payers as low as possible. We hope to implement some type of cost recovery program in 1996 that will drop tax payer funding to a level much lower than the current one. We would like to thank all residents and businesses who participated in our special fund raising project. Money raised has gone towards the purchase of a Lifepak 10 defibrillator at a cost of over \$10,000.

We would like to thank the Pembroke Selectmen for their participation on our Executive Board, the Pembroke Fire Department for all their help during the past year and all the residents who sent in letters and donations. This type of community support is what it takes to make things happen.

Sincerely,
The Tri-Town Volunteers

1994 Statistics

CODE GRAY	CX EN ROUTE	NON-TRANSPORT	PRIVATE	STAND-BY
7	77	106	39	12
IV/ALS	PULSE OX	CARDIAC MONITOR	DEFIBRILLATION	
197	168	240	8	

Call Breakdown

TIME	HOOKSETT	ALLENSTOWN	PEMBROKE	TOTAL
DAY	256	103	123	482
6-12	100	45	67	212
Mid-7	53	15	17	85
W'END	165	39	99	303
TOTAL	574	202	306	1082

BELKNAP-MERRIMACK COMMUNITY ACTION PROGRAM SUNCOOK AREA CENTER REPORT

SERVICES PROVIDED

COMMODITY SUPPLEMENTAL FOOD PROGRAM is a nutrition program that offers participants free nutritious foods to supplement their daily diet. The program serves children under six years of age, women during pregnancy and up to 12 months after the birth of their baby and low income elderly. Food is distributed from our Concord warehouse. Value \$22.35 per unit. *(An individual may not be enrolled in both the WIC Program and CSFP but a family may have members on both programs.)

UNITS OF SERVICE	HOUSEHOLDS/PERSONS	TOTAL VALUE
Packages - 600	Persons - 50	\$13,410.00

CONGREGATE MEALS - All senior citizens are welcome to our congregate meal sites for nutritious hot meals, social/recreational activities and special events. Value \$5.51 per meal.

Meals - 799	Persons - 31	\$4,402.49
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EMERGENCY FOOD PANTRIES provide up to three days of food for people facing temporary food crisis. Value \$3.00 per meal.

Meals - 8655	Persons - 52	\$25,965.00
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FUEL ASSISTANCE is available to income eligible households to help with energy costs during the prime heating season. Priority is given to the elderly and disabled. The average benefit for the 93-94 program was \$436.20.

Applicants - 186	Individuals - 446	\$80,697.28
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FAMILY PLANNING provides confidential, comprehensive gynecological care, including complete medical examinations, breast exams, pap smears, pregnancy testing, birth control and counseling. Value \$50.00 per unit.

Visits - 1	Persons - 1	\$50.00
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MEALS-ON-WHEELS provides the delivery of nutritionally balanced hot meals to homebound elderly or adult residents five days per week. Value \$5.76 per meal.

Meals - 8407	People - 44	\$48,424.32
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CAP TRANSPORTATION provides regularly scheduled transportation to and from towns in Belknap and Merrimack Counties to medical and professional facilities, shopping centers, and congregate meal sites. Value \$5.13 per rideship.

Rides - 178	Persons - 4	\$913.14
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SENIOR COMPANION PROGRAM provides friendly visiting and respite services for homebound elderly. Income eligible seniors (60+) serve as companions. Value to companions includes mileage, and weekly stipend (\$4.56 per unit). Value to visitees is comparable to similar private sector services (\$4.56 per unit/hour).

Visitee - 672	Persons - 3	\$ 3,064.00
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WEATHERIZATION improves the energy efficiency of income eligible households. Supplemental program also includes furnace replacement, water heater replacement and roof repair. Value includes average material and labor costs of \$2,353.72.

Homes - 4	Persons - 10	\$9,414.90
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CAMP SEBAGO provides camping experience. Transportation provided by CAP and Salvation Army. Value \$250.00 per child.

Children - 8		\$2,000.00
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WOMEN, INFANTS AND CHILDREN provides specific food to supplement daily diet of pregnant or nursing women as well as children under five. Participants receive medical/ nutritional screening, counseling and education. Value includes cost of vouchers and clinical services at \$38.50 per unit.

Vouchers - 971	Persons - 88	\$37,383.50
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NEW HAMPSHIRE CARES assisted non-eligible fuel assistance households with direct grants up to \$100 to be applied toward household energy bills.

Households - 1	Persons - 2	\$94.81
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NEIGHBOR HELPING NEIGHBOR FUND provides emergency energy assistance up to \$250 for those not eligible for fuel assistance.

Grants - 8	Households - 8	\$1,500.00
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USDA COMMODITY FOODS distributes federal surplus foods to income eligible people through scheduled mass distributions. Values are:

HOUSEHOLDS - 118	UNITS OF SERVICE	TOTAL VALUE
Applesauce \$.37 per unit	358	\$132.46
Butter \$1.28	627	802.56
Cornmeal \$.59	92	54.28
Dry Potatoes \$.59	103	60.77
Green Beans \$.27	161	43.47
Peanut Butter \$.94	147	138.18
Fruit Cocktail \$.68	147	99.96
Raisins \$.57	147	83.79
Rice \$.10	104	10.40
Apple Juice \$.79	226	178.54
Veg. Beans \$.27	268	72.36
Orange Juice \$.92	126	115.92
Peaches \$.66	126	<u>83.16</u>
GRAND TOTAL		<u>\$229,195.29</u>

INFORMATION AND REFERRAL - CAP provides utility, landlord/tenant, legal and health counseling as well as referrals for housing, transportation and other life concerns. These support/advocacy services are not tracked.

Chris Averill, Area Director, Suncook Area Center

CONCORD REGIONAL VISITING NURSE ASSOCIATION REPORT OF THE TOWN OF PEMBROKE

The Concord Regional Visiting Nurse Association continues to offer three major health services to the residents of Pembroke: Home Care, Hospice and Primary Care.

Home Care services respond to the health care needs of those patients with acute or chronic illnesses that require skilled professional and para-professional care so they may return to or remain in their homes. Emphasis is on promoting independence and maximum functioning of the patient within the least restrictive setting.

Hospice services provide professional and para-professional services to the terminally ill patient with a limited life expectancy. The goal is to enhance the quality of the patient's remaining life by helping he/she remain at home in comfort and dignity. Emphasis is on pain and symptom management and skilled intervention to meet the patient's special physical, emotional and spiritual needs.

In April of 1994 Hospice expanded its services to provide residential care with the opening of New Hampshire's first Hospice House. To date, this house has provided a home to approximately 30 terminally ill residents.

Primary Care and Preventive Services will expand throughout FY 95 from a health promotion and prevention focus to a more comprehensive 24 hours/day, 7 days/week service including physician care, hospital admitting privileges, and other care generally offered through a medical office setting. This expansion requires the consolidation of many of the agency programs into a family health center, eliminating the current categorical service delivery. In August of 1994, Primary Care physicians (from Concord's Hospital new Family Practice Residency Program) joined the CRVNA team. The addition of the physicians has expanded prenatal care to the full term of pregnancy including delivery, as well as, primary care to adults. Primary care and preventive services include but are not limited to Child Health, Family Planning & Women's Health, Prenatal services and Health Promotion.

Health Promotion services focus on the low and marginal income families and individuals to prevent illness by professional assessment and screening for health risks and needs, by early intervention to prevent, eliminate, or minimize the impact of illness and/or disability, and by anticipatory guidance and health teaching. Emphasis is on promoting healthy children, families and individuals through early intervention and health teaching. Services rendered in the clinic setting are: child health, prenatal, family planning, sexually transmitted disease, adult screening, immunizations, and HIV (AIDS) testing and counseling. Home visits are made in crisis situations or when needed health care cannot be given in the clinic. Senior health services are provided at congregate housing sites. Professional and para-professional hourly home services are provided on a private fee-for-service basis. Health education and instruction are part of each home visit or clinic visit.

Anyone in Pembroke may request service; patient, doctor, health facility, pastor, friend or neighbor. All requests are answered, but continuing home care will only be provided with a physician's order.

A call to Concord Regional Visiting Nurse Association (224-4093) is all that is necessary to start services or make inquiries. The CRVNA office is open Monday through Friday from 7:30am to 5:00pm. A nurse is on call for hospice and home care patients; (224-4093) 4:30pm - 7:30am daily.

Federal regulations specify a charge is applicable to all visits. Fees are scaled for the individual without health insurance and/or who is unable to pay the full charge. However, to fee scale, federal regulations require a financial statement be completed by the patient or responsible person. Town monies subsidize those visits that are scaled or that no fee is collectible.

This agency is certified as a Medicare/Medicaid Provider, licensed by the State of New Hampshire, accredited by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) and is a member agency of the United Way of Merrimack County.

Total visits made during October 1, 1993 through September 30, 1994:

	No of Clients	Visits
Home Care/Hospice	81	2,902
Health Promotion	323	324
Total	404	3,226

3 Health Education Sessions
4 Adult Bereavement Support Groups
2 Children Bereavement Support Groups
6 Hospice Volunteer Training Groups
2 Bereavement Volunteer Training Groups

**PEMBROKE SCHOOL DISTRICT
SCHOOL DISTRICT OFFICERS**

MODERATOR

TREASURER

Thomas E. Petit

Nancy Musil

DISTRICT CLERK

Cynthia E. Menard

SCHOOL BOARD

Gerard Fleury

Ingrid Lemaire

Susan Seidner

Clinton Hanson

Ryland Weisiger

Term Expires 1995

Term Expires 1995

Term Expires 1996

Term Expires 1996

Term Expires 1997

AUDITORS

Brent W. Washburn, C.P.A.

SUPERINTENDENT OF SCHOOLS

Paul DeMinico, Ed.D.

ASSISTANT SUPERINTENDENT OF SCHOOLS

Thomas Haley

BUSINESS ADMINISTRATOR

Suzanne Monat

**PEMBROKE SCHOOL DISTRICT SPECIAL MEETING
PEMBROKE ACADEMY AUDITORIUM**

Saturday, March 19, 1994

ABSTRACT OF MINUTES

The meeting was called to order at 10:07 A.M. by Moderator Thomas Petit. The Moderator asked everyone to rise for a moment of silence. Moderator Petit explained the use of the check list at the door. Supervisor's of the check list present were Roland Young and Celeste Borgman with Bonnie Clark and Manson Donaghey assisting. Registered voters received cards that would allow them to do a hand vote and to receive a ballot. No other check list would be used.

The reading of the Warrant was the first order of business.

Article 1: TO HEAR THE REPORTS OF AGENTS, AUDITORS, COMMITTEES, OR OFFICERS CHOSEN, AND TO PASS ANY VOTE RELATING THERETO.

Clint Hanson moved to accept this article. Ingrid Lemaire seconded this motion. This article was adopted by a card showing vote.

Article 2: TO SEE IF THE DISTRICT WILL VOTE TO AUTHORIZE THE SCHOOL BOARD TO ACCEPT GIFTS AND DONATIONS FROM ANY SOURCE ON BEHALF OF THE SCHOOL DISTRICT.

Clint Hanson moved to accept this article. Gerard Fleury seconded this motion. This article was adopted by a card showing vote.

Article 3: TO SEE IF THE DISTRICT WILL VOTE TO RAISE AND APPROPRIATE THE SUM OF \$249,777 TO FUND THE COST ITEMS OF THE DISTRICT COLLECTIVE BARGAINING AGREEMENT FOR THE 1994-95 FISCAL YEAR ONLY, EACH SUBSEQUENT YEAR TO BE SUBJECT TO APPROVAL BY THE DISTRICT VOTERS, OR TAKE ANY OTHER ACTION IN RELATION THERETO. (SCHOOL BOARD RECOMMENDS APPROVAL. BUDGET COMMITTEE RECOMMENDS APPROVAL.)

Moderator Petit informed those present that he had accepted written request by five voters that Article 3 be voted on by secret ballot.

Clint Hanson moved to accept Article 3. Roy Annis, Sr. seconded this motion. Moderator Petit asked for questions or comments on Article 3.

Clint Hanson explained that the handouts available at the back of the room provided information on the financial provisions on the contract. Mr. Hanson noted the progress made and sincerely hoped that the District voted in favor of this contract.

Pat Fair, Chairperson of the Budget Committee, thanked all those involved in negotiations and stated that the Budget Committee voted unanimously in favor of the teachers contract.

Moderator Petit explained proceedings to the voters for the secret ballot vote on Article 3. Registered voters with a voter card received a ballot.

There were 174 ballots cast. 128 YES and 46 NO. Article 3 was adopted. Tellers to count ballots were Theresa LaPage, Charlie Hamilton, Roberta Doore, Helen Fryer, Peggy Topliff, Roland Young, Manson Donaghey and Darrell Borgman.

Article 4: TO SEE IF THE DISTRICT WILL VOTE TO AUTHORIZE THE WITHDRAWAL OF \$28,215 FROM THE SCHOOL BUILDING CAPITAL RESERVE FUND FOR THE PURPOSE OF RE-ROOFING A PORTION OF PEMBROKE ACADEMY, REPLACING A PORTION OF FLOOR AT PEMBROKE ACADEMY, AND REMOVING ASBESTOS AT VILLAGE SCHOOL. (SCHOOL BOARD RECOMMENDS APPROVAL. BUDGET COMMITTEE RECOMMENDS APPROVAL.)

Clint Hanson moved to accept this article. Ryland Weisiger seconded this motion. This article was adopted by a card showing vote.

Article 5: TO SEE WHAT SUM OF MONEY THE DISTRICT WILL RAISE AND APPROPRIATE FOR THE SUPPORT OF SCHOOLS, FOR THE PAYMENT OF SALARIES AND BENEFITS FOR SCHOOL DISTRICT OFFICIALS AND AGENTS AND FOR THE PAYMENT OF STATUTORY OBLIGATIONS OF THE DISTRICT.

Pat Fair, Chairperson of the Budget Committee explained the budget process, the effect on taxes and the school portion. Pat Fair moved for approval of the school budget in the amount of \$9,464,383 for support of schools. Jim Fenn seconded this motion.

Moderator Petit read Article 5, with the sum of money the District will raise and appropriate as \$9,464,383. Moderator Petit asked for questions and comments from the floor.

This article was discussed at length. Comments from the floor regarding the cuts made in the areas of: an additional school bus and driver at the cost of (\$26,000), a .6 time enrichment teacher at the K-4 level (\$9,800) and replacement textbooks, instructional materials, and basic school supplies (\$24,925). These items together totaling (\$60,725).

Bert Craypo moved that we adopt the above three items totaling (\$60,725) and add it to the budget. Diane Nadeau seconded this motion.

Moderator Petit read the amendment as (\$60,725) added to the school budget bringing the sum of Article 5 to \$9,525,108.

Pat Fair, Chairperson of the Budget Committee stated that the Budget Committee was not in favor of adding in the amount of (\$60,725).

George Edwards, Headmaster of Pembroke Academy, gave statistics of cost per pupil, state ranking and enrollment projections for the following year.

After much discussion, Moderator Petit read the amendment of adding in (\$60,725) to the budget. The amendment was adopted.

Moderator Petit read Article 5 as to read "...raise and appropriate the sum of \$9,525,108 for the support of schools..."

Floyd Smith moved to accept. Elizabeth McFall seconded. Article 5 with the amendment was approved.

Article 6: TO CHOOSE AGENTS AND COMMITTEES IN RELATION TO ANY SUBJECTS EMBRACED IN THE DISTRICT.

There being none to choose, this article was passed over.

Article 7: TO TRANSACT ANY OTHER BUSINESS THAT MAY LEGALLY COME BEFORE SAID MEETING.

There was no other business to transact.

The Pembroke School District Meeting was adjourned at 11:39 A.M. by a motion made by the voters of Pembroke.

Respectfully submitted,
Cynthia E. Menard
School District Clerk

STATEMENT OF REVENUES

For the Fiscal Year June 30, 1994

FUND EQUITY

July 1, 1993

\$ 208,745.00

\$ 208,745.00

REVENUES FROM LOCAL SOURCES

Current Appropriation

\$5,008,273.00

\$5,008,273.00

TUITION

Other LEA's Within New Hampshire

\$2,380,529.00

\$2,380,529.00

SPECIAL EDUCATION TUITION

Other LEA's Within New Hampshire

\$215,795.00

\$215,795.00

TRANSPORTATION

Pupils, Parents & Other Sources

\$3,810.00

\$3,810.00

SPECIAL EDUCATION

Pupils, Parents & Other Sources

\$14,228.00

\$14,228.00

Earnings on Investments

\$9,802.00

Rentals

22,290.00

Other Local Revenue

94,014.00

\$126,106.00

REVENUE FROM STATE SOURCES

Unrestricted Grants-In-Aid Foundation Aid

\$834,010.00

\$834,010.00

RESTRICTED GRANTS-IN-AID

School Building Aid

\$138,514.00

Transportation

27,161.00

Catastrophic Aid

12,180.00

Other

1,133.00

\$178,988.00

REVENUE FROM FEDERAL SOURCES

Elementary/Secondary - Chapter 2

\$33,692.00

Vocational Education (Other)

42,126.00

Adult Education

9,604.00

\$85,422.00

FUND TRANSFERS

Transfer From Capital Reserve Fund

\$47,880.00

\$47,880.00

FOOD REVENUE

Food Service

\$176,043.00

Child Nutrition

6,322.00

Child Nutrition Programs

81,466.00

\$263,831.00

TOTAL REVENUES

\$9,158,872.00

FINANCIAL REPORT

INSTRUCTION

Regular Education Programs	\$2,990,095.00	
Special Education Programs	1,070,199.00	
Vocational Education Programs	376,033.00	
Other Instructional Programs	<u>109,090.00</u>	
		\$ 4,545,417.00

PUPILS

Guidance	\$274,330.00	
Health	<u>91,366.00</u>	
		\$365,696.00

INSTRUCTIONAL

Improvement of Instruction	\$17,892.00	
Educational Media	147,192.00	
Other Instructional Staff	<u>10,086.00</u>	
		\$175,170.00

GENERAL ADMINISTRATION

School Board	\$30,425.00	
Office of Superintendent	200,189.00	
School Administration	<u>439,361.00</u>	
		\$669,975.00

BUSINESS

Operation & Maintenance & Plant	\$804,172.00	
Pupil Transportation	268,220.00	
Other Supporting Services	<u>1,130,173.00</u>	
		\$2,202,565.00

GENERAL FUND

Adult/Continuing Education	\$ 600.00	
Facilities Acquisition & Construction	<u>935.00</u>	
		\$1,535.00

OTHER OUTLAYS

Debt Service	<u>\$756,163.00</u>	
		\$756,163.00

SPECIAL REVENUE FUNDS - INSTRUCTION

Regular Education Programs	\$22,663.00	
Special Education Programs	1,300.00	
Vocational Education Programs	54,695.00	
Other Instructional Programs	<u>445.00</u>	
		\$79,103.00

SPECIAL REVENUE FUNDS - INSTRUCTIONAL

Improvement of Instruction	\$7,539.00	
Educational Media	<u>357.00</u>	
		\$7,896.00

SPECIAL REVENUE FUNDS - BUSINESS

Other Supporting Services	<u>\$385.00</u>	
		\$385.00

FINANCIAL REPORT (cont'd)

CAPITAL PROJECTS FUNDS

Facilities Acquisition & Construction	<u>\$8,284.00</u>	\$8,284.00
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FOOD SERVICE FUND

Food Service	<u>\$327,359.00</u>	\$327,359.00
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CAPITAL RESERVE FUND

Transfers to General Fund	<u>\$47,880.00</u>	<u>\$47,880.00</u>
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TOTAL EXPENDITURES		\$9,187,428.00
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REPORT OF SCHOOL DISTRICT TREASURER

For the Fiscal Year July 1, 1993 to June 30, 1994

SUMMARY

CASH ON HAND JULY 1, 1993		\$221,711.13
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Received from Selectmen	\$5,008,273.00	
Revenue from Federal Sources	166,888.00	
Revenue from State Sources	1,019,320.00	
Received from Tuitions	2,596,324.00	
Received from Capital Reserve	47,880.00	
Received from all Other Sources	<u>320,187.00</u>	

TOTAL RECEIPTS		<u>\$9,158,872.00</u>
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Total Amount Available for Fiscal Year		\$9,380,583.13
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Less School Board Orders Paid		<u>9,471,779.36</u>
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BALANCE ON HAND JUNE 30, 1993		\$ (91,196.23)
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Helen Fryer
District Deputy Treasurer

PEMBROKE SCHOOL DISTRICT BOND PAYMENT SCHEDULE

		Principal	Interest
Issue #1	Original February, 1985 Hill School Addition	(\$1,845,000)	
	Refunding February, 1987	(\$1,750,000)	
	1994-95	90,000	86,486
	1995-96	90,000	78,638
	1996-97	90,000	71,158
	1997-98	90,000	63,300
	1998-99	90,000	54,585
	1999-00	90,000	47,052
	2000-01	90,000	38,962
	2001-02	90,000	30,369
	2002-03	90,000	22,067
	2003-04	90,000	13,813
	2004-05 (Final)	90,000	5,586
 Issue #2	 January, 1990 Pembroke Academy Athletic Fields	 (\$300,000)	
	1994-95	60,000	2,025
 Issue #3	 July, 1991 Upper Elementary School	 (\$3,950,000)	
	1994-95	265,000	217,328
	1995-96	265,000	200,103
	1996-97	265,000	182,877
	1997-98	265,000	165,653
	1998-99	265,000	148,428
	1999-00	265,000	131,202
	2000-01	265,000	113,977
	2001-02	265,000	96,752
	2002-03	260,000	79,560
	2003-04	260,000	62,270
	2004-05	260,000	44,720
	2005-06	260,000	26,910
	2006-07 (Final)	260,000	8,970

STATISTICAL REPORT FOR PEMBROKE ACADEMY & ELEMENTARY - 1993-1994

	<u>Elementary</u>	<u>Secondary</u>	<u>Total</u>
Half Days in Session	360	360	
Enrollment	1008	816	1824
Percent of Attendance	95.9	94.2	95.1
Average Daily Attendance	857.8	763.2	1621.0

SUPERINTENDENT'S SALARY

Allenstown	\$10,550.00
Chichester	6,619.00
Deerfield	11,796.00
Epsom	9,895.00
Pembroke	<u>26,671.00</u>
.....	\$65,531.00

ASSISTANT SUPERINTENDENT'S SALARY 1993-1994

Allenstown	\$9,002.00
Chichester	5,647.00
Deerfield	10,064.00
Epsom	8,443.00
Pembroke	<u>22,757.00</u>
.....	\$55,913.00

BUSINESS ADMINISTRATOR'S SALARY 1993-1994

Allenstown	\$7,497.00
Chichester	4,703.00
Deerfield	8,381.00
Epsom	7,031.00
Pembroke	<u>18,951.00</u>
.....	\$46,563.00

REPORT OF THE SUPERINTENDENT OF SCHOOLS

The past year has been an especially eventful one in which a number of significant changes affecting the Pembroke School District and School Administrative Unit #53 have occurred.

In June of 1994, Paul DeMinico left as superintendent here after ten years of service to the SAU's five school districts to assume the superintendency of the International School of Bangkok, Thailand. Almost simultaneously, we also received the resignations of special education director Kathleen Conlin, a teacher and administrator in the SAU for nearly twenty years and George Edwards, Headmaster of Pembroke Academy. Ms. Conlin accepted the position of special education director in the North Andover, Massachusetts school system and Mr. Edwards the principalship of Gilford (N.H.) Middle-High School. The leadership and expertise of these three outstanding educators and colleagues has been sorely missed.

My tenure as superintendent began in July, 1994. The trust and confidence placed in me by the school board members of SAU #53 is truly gratifying and I am both excited and awed by the formidable challenges of the position. With the support and assistance of both the school and general communities I hope to carry out the responsibilities entrusted to me and serve the educational needs of Pembroke's children appropriately and effectively.

Given the several resignations mentioned earlier, one of my first responsibilities has been to recruit and recommend candidates to fill these very important administrative posts. A decision was made to appoint an interim assistant superintendent to assume my former position for a year, and the position has been ably filled by David Dziura who has extensive experience both as an educator and an executive in the international business world. In August, 1994 Lori DeTrude was elected as the SAU's new director of special education. Ms. DeTrude was formerly director of exceptional services at Pembroke Academy and assistant special services director for the Laconia School District. An initial search process for a new Pembroke Academy Headmaster in the late summer of 1994 did not yield a sufficient pool of qualified candidates, necessitating the appointment of an interim administrator to oversee day-to-day operations at the school. We have been fortunate to secure the services of Charles Foley, retired principal of Concord High School and New Hampshire's 1986 Principal of the Year to fill this important post. Each of these very dedicated and knowledgeable professionals has assisted tremendously in successfully managing a difficult transition period.

Continuity and clarity of mission are very important to the success of any school district, especially when there are significant changes elsewhere. Each summer, the Pembroke School Board initiates a process to review the successes and disappointments of the previous year and to plan pro-actively for the future. The input of faculty, parents and citizens is sought as the district's draft objectives are debated, reviewed and adopted. The Pembroke District's goals for 1994-95 include the following initiatives:

- * Support the tenets of the district's Strategic Plan.
- * Strive to ensure a safe, nurturing school environment.
- * Address the needs of students whose social development and home environment inhibit success.

-
- * Communicate more effectively with the community.
 - * Develop programs to make students more aware of their potential, opportunities and options.
 - * Improve cooperation and avoid miscommunication during the budget development and approval process.

Among these goals, special importance has been placed on Pembroke's Strategic Plan and its ongoing reforms and organizational changes. The Plan has promoted a participatory management structure as well as building and district-level learning goals in Pembroke's schools. The objective of fully integrating technology into the schools' curricula and general operation is being actively pursued. Our new school/community sign symbolizes the Plan's emphasis on community involvement. The idea was conceived by citizen members of the Strategic Planning Team as a means of promoting communication. It was erected with the generous assistance of Road Agent Henry Malo and his department and the voluntary masonry expertise of Paul Savoie and Bob Beland.

Many ongoing challenges face the Pembroke District each year, chief among them the task of funding an adequate public education in the face of escalating mandates and non-discretionary expenses and declining state and federal assistance as well as the increasing expectation that schools should assume responsibility and accountability for the myriad social, emotional and ethical issues which were once the province of others. The yearly exercise of goal-setting offers the board and school community a "road map" to guide our efforts and energies and redirect our focus as necessary to keep us on track with the school's larger mission.

The principals' annual reports, found elsewhere in this publication, outline many of the significant activities and initiatives undertaken by Pembroke Schools during the past year. While there will always be areas in which we must strive for improvement, the notable progress and accomplishments achieved are due largely to the professionalism and hard work of Pembroke's faculty, staff and principals. Your school board members, a truly dedicated and caring group of parents and citizens, also give an extraordinary amount of time and effort in providing the leadership and direction necessary for success.

In closing, it is my overriding goal, and that of the entire central office staff, to provide the students, parents and citizens of the Pembroke District with services which are accurate, cost effective, and supportive of your schools' objectives. I thank you for your past support and look forward to our future efforts in building tomorrow together.

Respectfully submitted,
Thomas Haley
Superintendent of Schools

PEMBROKE ACADEMY HEADMASTER'S REPORT

This report is a compilation of accounts and information provided to me, the Interim Headmaster, by Mr. George Edwards, former Headmaster, who has been more than generous with his assistance in acclimating me to the school, as well as a host of Pembroke Academy staff, including the veteran Directors (Roberta Doore, Ronald Rush and David Hodgdon), the entire school staff (teachers, secretaries, custodians, cafeteria folk), and the students. Mr. Haley and his staff have also been most helpful in getting me started. I am also thankful to them for their confidence that I could do the job.

We read much today in the way of negative criticism of our schools nationwide; Pembroke schools are not excluded. For the most part I disagree rather strongly with this negative slant on our educational system, especially as I have observed and directly experienced the school scene as a teacher and administrator for many years. In spite of severe budget cuts, relatively low salaries, our schools, Pembroke Academy included, are better in all the major dimensions that constitute a school today than 20 or more years ago: better prepared and trained staff, better facilities, and improved curriculum. You, the citizens of Pembroke and area towns, have made this all possible. Where, then, is the source or sources of our problems? First, the schools, both elementary and high schools, have assumed the responsibility of social problems that belonged elsewhere years ago; secondly, almost 50% of our students live in single parent homes, a difficult situation for both parent and child; thirdly, staff must work with a student population with an increasingly larger group of angry, alienated and unmotivated youngsters; finally, there is an ever growing difference in how the public views our schools and how we, the educators, do. The last may be the greatest problem we have to solve before the general public will look upon our schools in a more positive way.

Yet, in spite of our problems, I am happy to report that Pembroke Academy has many things happening about which all of us -- staff, students, parents, citizens -- can rejoice. The focus of the remaining part of this report will be on these positive events, programs and student successes.

Members of the class of '94 numbered 176 graduates, one of the largest classes to pass through the hallowed halls of Pembroke Academy. Of this number 43% were accepted to more than 50 different colleges or universities, located not only here in New England, but all over the country, north, south, east and west. Another 16% entered the armed forces, while 2% registered at various professional schools, and the remaining 39% entered the work force.

According to reports of present staff members, school morale has improved during the past year and strong positive steps are being taken to further improve school morale. As a newcomer, but with wide experience over more than a few years, I have found the environs at Pembroke Academy to be professionally satisfying in my dealings with both staff and students. While vestiges of the ill feelings generated by past events in the District can be felt, the professionalism of the staff has contributed to a more positive outlook.

Several changes have been made affecting student routines during the day. As a result of staff suggestions, students are being admitted into the school at large 10 minutes earlier in the morning giving them more time to take breakfast in the cafeteria, ready themselves for class, utilize the library, and access their teachers. Feedback has been most positive. To students' credit, not one problem has occurred because of this 'free' time they have been afforded. And, for the first time ever, the library is open and staffed until 4:00 in the afternoon. To date, a goodly number of students are taking advantage of this added benefit. Another change, a major one for many students, is that students are not permitted to wear hats (head covering) or heavy jackets in school during the school day. This policy ruling was made by the School Board last spring effective September of this school year. Students have been most cooperative in adhering to this policy. Feedback from staff and visitors to the school is that the atmosphere in the school is much more positive and friendly.

As in the past years our student body is graced by the presence of two exchange students, one from Sweden and the other from Denmark. These two young ladies enhance the diversity of our student body in a most positive and unique way. We are happy to have them.

Approximately 70+ Juniors took the Preliminary Scholastic Aptitude Test which has a dual purpose; 1) it is provided as a practice test by the Educational Testing Service for the longer SAT's (Scholastic Achievement Tests), and 2) it is used by the National Merit Scholarship Corporation as the competitive test for its well known and very prestigious Merit Scholarships. Pembroke Academy usually has one or more students qualify either as commended students or Finalists each year, and this year will be no exception.

Curriculum innovations initiated one or two year's ago, e.g., Tech Prep, various interdisciplinary courses, the "Freshman Team," the Participatory Management Team, etc. are continuing according to plan. Suffice it to say that Pembroke Academy is doing its best to improve the mode and manner by which it strives to improve its curriculum and teaching methods.

Although our athletic program has no additional championship plaques to hang in the trophy case, our athletes distinguished themselves in ways, perhaps, that are more important. They played every game to the best of their ability, and were competitive. When our teams are defeated, the opponents know they have earned a win. But we did have our share of wins, and a good number of our athletes brought honor to themselves and the Academy: Sarah Palfy was named to the New Hampshire All State field hockey team as well as the Boston Globe All Scholastic Team. Jennell Carter was named to the Boston Globe All-Class Team. In Cross-Country Jason Hoffman was 4th in the Class I meet and during the season he set numerous records, including his home course in Pembroke. Ryan Cote was named to the N.H. All State soccer team as an honorable mention, while Wendy Weisiger was nominated to the Second Team of the N.H. All State Girls soccer team, and her teammate, Jennifer Ginn made Honorable Mention. We are most proud of these students for their recognized achievements, and we are just as proud of all those athletes who did their best to help their team reach their goals.

Pembroke Academy students have also distinguished themselves through a variety of non-athletic clubs and activities. The Key Club is extremely active throughout the school and community, while the Student Senate has been effective in influencing changes in the school, the Drama Club only recently produced the musical, "A Little Shop of Horrors," which was highly acclaimed by those who were fortunate to be in one of the audiences. The Yearbook Committee published yet another outstanding pictorial of life at Pembroke Academy that will be treasured for a lifetime by the students. There is also a prayer group that meets on their own on a daily basis without fanfare or interruption to the school day.

These and other activities give students the opportunity to learn how to work with a group outside the classroom to reach common goals.

In early November a visiting committee representing the New England Association of Schools and Colleges, the nation's oldest school evaluating and accrediting agency, spent three days evaluating our school using our own self evaluation as a comparison tool. The first draft of their written report is due shortly after the Christmas break. This report will, in great detail, commend us for the things we do well, and recommend changes where we can make Pembroke Academy an even better school. I am certain that the overall tenor of the report will be a positive one. This report will be presented first to the Superintendent and School Board, and, after their scrutiny, be made available to the public and media.

In summary, Pembroke Academy is a fine school which provides a place for teachers to teach, and students to learn. Our general goal is to provide educational opportunities for the young men and women of Pembroke and surrounding towns that will enable them to be leaders and contributing members of our society. As Interim Headmaster who has been on board for only a few months I think this goal is being achieved very well.

Respectfully submitted,
Charles F. Foley, Interim Headmaster
Pembroke Academy

PEMBROKE THREE RIVERS SCHOOL PRINCIPAL'S REPORT

There were many academic and program successes at Three Rivers during the 1994 school year. Some student issues during the year emphasized the difficulties young adolescents can encounter as they grow up. It is increasingly necessary to provide programs on preventative health and guidance for students. Students come to school with many concerns and personal problems and cannot effectively focus on academics without first dealing with their difficulties. Causes for the problems are complicated and intertwined with many societal factors.

Helping students to peacefully and constructively work out their own problems is one goal of our guidance program. We offer a classroom health and guidance program as well as individual counseling. Our advisor system at 7th/8th grade enables staff to work closely with 14 students and 5th/6th homeroom teachers work closely with their students. Programs such as D.A.R.E. and a substance abuse program at 6th grade focus on student decision making as well as providing information. We are also working to implement a mediation program through which students receive training on ways to successfully mediate issues. Student mediators then work with their peers to resolve differences when conflicts occur. Appropriate academic, extracurricular programs, reward systems, and discipline programs also are important to help students succeed at school.

After a year of planning we implemented the concept of vertical teaming at Three Rivers. Students are on either A or B team and will remain on those teams throughout their years at Three Rivers. Staff will remain consistent on those teams. The purpose of vertical teaming is to promote the discussion of students' progress as they move from grade 5 through grade 8. Teachers will be better able to get to know the students and their needs. Teachers can develop modifications or challenges to meet these needs. Within a vertical team teachers can also work together to integrate common curriculum themes.

A very positive community response to discussions of students' problems led to many volunteers participating in meetings on ways we can more effectively assist all students. Several committees were formed. One committee of community members/parents/school staff developed expectations for students in Pembroke. Those expectations have formed a basis for discussions and program development. A second committee discussed reward activities for students who met specific expectations. A third committee developed and wrote a discipline plan for Three Rivers that established a consistent approach. The plan has specific steps that are used by all staff. Students who meet criteria established in the plan receive rewards at the end of each quarter. The expectations and behavior plan have been very successful. Thank you to everyone who participated.

All discussions of students' needs pointed out how important it is to help students maintain/develop a positive self image. Students need to feel good about their abilities and efforts. A good self image is developed through success. Academically this means providing a program that challenges students and provides assistance as needed. Staff at Three Rivers work hard to provide such a program. Through a hands-on, individualized teaching approach, students are actively involved in their learning. Students can work to their highest ability and an active approach makes the learning relevant and interesting. Our special education program provides special assistance for students who qualify for services. To allow teachers to use an individualized teaching method it is important to maintain reasonable class sizes. The enrollment at Three Rivers is continuing to grow. The addition of a 5th grade teacher and one additional day for physical education this year enabled teachers to be more successful in meeting students' individual needs.

One subject area that has increased in enrollment without any increase in staff time has been music. This has meant that students receive less classroom music time and the performing groups also have reduced time. Sufficient time is not available with only a half time music teacher to provide classroom music, beginner band, advanced band, and practice time for sectional instruments. A Friends of Music group was formed this year with the goal of supporting the Pembroke music program.

Extracurricular sports, clubs, and other activities continue to be popular and provide a variety of choices for students. At the intramural level we added the sports of tennis and golf this year. Both activities are extremely popular. The new tennis courts are constantly in use, both during and after school hours. Due to increasing popularity the art club has been increased from one to two days each week. Students enjoy having the opportunity to spend more time working on art projects. Our after school homework club gives students the opportunity to make use of our library facilities and computer room while receiving assistance from club advisors.

A very popular artist in residence program each year allows students to work with a professional artist. Last spring a husband and wife team worked with students for 10 days on animation. Animation was studied and sequences were filmed of clay figures which the students created. A culminating event featured the filmed work of students.

Community and school worked together last fall on a clean up day. Students went out into several areas in the community and worked with members of the women's club and conservation committee to pick up trash. The day was very rewarding. Students did an excellent job, felt good about their accomplishment, and it was very positive to have them involved helping in their community.

A fall day provided a perfect day for our first annual crazy relays. 5th and 6th grade homerooms and 7th and 8th grade advisor groups vied for supremacy in crazy relays. Comradery and good sportsmanship were in abundance and met the purpose of fostering school spirit. A school road race in the spring also continues to be very popular and students from all grades participate.

For the first time the D.A.R.E. program is being sponsored and run by the Pembroke Police Department. Officer Scott Lane has been involved working with fifth grade students on drug and alcohol education. His presence in the school every week has helped students to see police in a positive role and the messages Officer Lane conveys to students are invaluable. Red Ribbon Week was another time when the school focused on drug prevention. Featured were activities such as a poster contest with the theme "say YES to a healthy body," and oratorical contest judged by community representatives, an assembly by a singer/songwriter, an evening for parents where panelists discussed drug prevention, and a closing ceremony which included performances by the Three Rivers School chorus and talks by Officer Lane and Chief Iverson.

The Pembroke Action League for Schools (PALS) continues to provide support for schools. Their holiday fair and spring carnival are very popular activities and also provide funds which fund half of our artist in residence program. The volunteer coordinator helps provide assistance for many of our activities.

Each day, as I talk with teachers and have the opportunity to observe lessons, I am impressed with the quality of teaching students receive. Teachers enjoy working with your children and are very concerned with helping students succeed. Many Pembroke parents and community members have volunteered at Three Rivers this year. Their assistance is valuable and appreciated very much. Please feel free to visit Three Rivers School at any time.

Sincerely, Allan Zipke, Principal

PEMBROKE HILL/VILLAGE SCHOOLS PRINCIPAL'S REPORT

The opening of school was much less hectic for 1993-94. It was our second year in our new configuration and everyone has settled in.

Our kindergarten classes were becoming larger than is generally recommended for that young age so the staff decided to give up classroom aides at this time in order to create a fifth section of kindergarten, Dawn Martel is the teacher for this new 1/2 day session.

At the Hill School Mrs. Barbara Barton joined our staff as a new fourth grade teacher. Both of our new teachers have been a wonderful addition to our staff.

The spring of 1994 was the first year of implementation of the statewide assessment program at the third grade level. This testing is a part of the NHEAP program. (New Hampshire Educational Assessment Program) which also includes the development of frameworks. Frameworks are guides which suggest what might be taught at specific grade levels.

For many of our students this was their first experience with any type of formal testing. Students were tested in Math and Language Arts. Each spring's test results will be available the following fall.

Both the Village & Hill Schools again received the state's Blue Ribbon Award for volunteerism. We have been very fortunate in the number of hours that parents and other community members consistently donate to our schools.

We were lucky this year to be able to expose our students to a number of high quality cultural events. The second grade went to North Shore Music Theater to attend a performance of Alice in Wonderland. For many students it was their first opportunity to see a professional theater performance. Ms. Ellen Hayes, our music teacher, coordinated this event.

Miss Katy O'Gorman, our art teacher, brought the SAU #53 traveling art show to the Hill School. This show exhibits art work from students of all five SAU towns. During our exhibit we also put on a performance by World Tales, a theater group which performs around the state.

Miss O'Gorman has been named as one of nine outstanding art teachers in the state. She was presented with her award at the New Hampshire Art Associations annual meeting last spring. At that time Keegan Feeny was also recognized as an outstanding art student.

The fourth grade attended an overnight camp-in at the Montshire Museum in Vermont. This camp-in includes several science demonstrations and hands-on science activities directed by museum staff. The Montshire also sent staff members to our schools for a two week residency. During that time they worked in the classroom and did staff development presentation for the teachers.

Our fourth grade has also been involved in a year long project with Pembroke Academy horticulture students. We thank Mrs. Ward and her students for providing a wonderful science experience for our children.

In other areas of staff development we sent a team over the summer to the New Hampshire Wellness Project through grant monies. During their week long seminar they received training in fostering health and wellness for both staff and students.

The staff has continued to be very active in the implementation of the district's strategic plan. Teachers from both schools have undergone extensive training in order to be prepared to develop comprehensive standards for our students.

We have also restructured our teams in order to allow teachers more opportunities to get to know the students better over a longer period of time. We believe that this will lead to better decisions being made in regard to education. Our aim is to create more consistency and quality throughout our system.

At this time I'd like to take the opportunity to thank all the parents and staff, both certified and non-certified, who work so hard to benefit our children. We'd also like to thank the SAU staff for all of their support and welcome Tom Haley as our new superintendent. We feel very fortunate that he has taken this position.

Sincerely,
Susanne Whitbeck
Principal

PEMBROKE ANNUAL REPORT OF SCHOOL HEALTH SERVICES FOR PEMBROKE ACADEMY

Report of Local Medical Services	NUMBER
Pupils Examined	84

Report of School Nurse-Teacher

Vision Tests	328
Hearing Tests	315
Ishera's Color Test	182
Heights	526
Weights	529
First Aid	1346
Illness	2068
Health Counseling	1130
Blood Pressure	231
Medications	1965

VACCINATIONS & COMMUNICABLE DISEASES

Communicable Diseases	
Chicken Pox	8
Conjunctivitis	0
Measles	0
Whooping Cough	0
Mumps	0
Scarlet Fever	0
Strep Throat	15
Mononucleosis	+20

DEFECTS FOUND BY SCHOOL NURSE-TEACHER

	Number	Number seen or treated by Family Physician
Vision	14	7
Hearing	0	

Dr. Robert Neigisch
Examining Physician

Shirley Mitchell, R.N.
School Nurse-Teacher

PEMBROKE ANNUAL REPORT OF SCHOOL HEALTH SERVICES FOR THREE RIVERS SCHOOL

NURSING ASSESSMENT/ILLNESS	+3752
NURSING ASSESSMENT/INJURY	+1183
HEALTH CONFERENCE/COUNSELLING	+326
NURSING PROCEDURES	+6
MEDICATIONS: DOSES GIVEN	4534
STAFF ASSESSMENT	+76
HOME VISITS	1
TOTAL VISITS TO HEALTH OFFICE	10212
FREE/REDUCED MEAL PROGRAM	89
SPECIAL EDUCATION: STUDENT ASST. TEAM, TEAM MTG.	88
SCHOOL PERSONNEL CONFERENCES: STUDENTS	+200
HEALTH EDUCATION/PROMOTION - GIVEN FOR STAFF	1
PROFESSIONAL COMMITTEE PARTICIPATION: RAND TRUST-TRES., SCHOOL NURSE ASSO., PROCEDURES & PROTOCOLS	20
CLASSROOM TEACHING/PRESENTATIONS (SCIENCE/HEALTH)	35
STUDENT EVALUATION/CONFERENCES AT HOSPITALS (BOSTON & CONCORD)	1
CONTINUING EDUCATION WORKSHOPS (NOT SCHOOL SPONSORED)	3
INTER-AGENCY COLLABORATION	18

	SCREENING	RECHECK	REFERRED	TREATED
Vision	385	53	15	10
Hearing	385	32	4	1
Height	385	1	1	0
Weight	385	16	1	0
Scoliosis	385	50	44	9
Sports Physicals	13	0	0	0
for P.A.	8	0	0	0
Dental Cleaning/Fluoride	22		13	?
Blood Pressure	385	30	2	?
Pediculosis	385	30	2	2
MMR Clinic	50			

COMMUNICABLE DISEASES (Known)

Pediculosis	3
Strep Throat	15
Conjunctivitis	3
Fifth's Disease	3
Scabies	2
Chicken Pox	9
Mononucleosis	2

Respectfully Submitted,
Beth A. Corcoran, R.N.BSN, School Nurse

PEMBROKE ANNUAL REPORT OF SCHOOL HEALTH SERVICES FOR PEMBROKE HILL

	SCREENINGS	RECHECK	REFERRED
Vision	377	40	34
Hearing	377		3
Height & Weight	377		
Scalp	450		?10
Dental	34		10
Scoliosis	128	22	7
Blood Pressure	76		
Nursing Assessment/Treatment Illness			1877
Nursing Assessment/Treatment Injury			551
Home Visits			3
Medications			4456
Parent Contact (in addition to a note home)			+1850
Workshops Attended			4
Workshops Given			6
Classroom Presentations			8

Services provided for students & staff of the Pembroke Hill School.

PEMBROKE ANNUAL REPORT OF SCHOOL HEALTH SERVICES FOR PEMBROKE VILLAGE

	SCREENINGS	REFERRED
Vision	232	13
Hearing	232	46
Impedance	232	44
Height & Weight	232	0
Scalp	272	6
Dental	21	4
Nursing Assessment/Treatment Injury		884
Nursing Assessment/Treatment Illness		586
Home Visits		4
Medications		336
Parent Contact (in addition to a note with each child, phone calls, letters, visits to office, conference)		800
Workshops Attended		

Services provided for students & staff of the Pembroke Village School, Project TELL and Child Find.

Respectfully Submitted,
Mary S. Rosenthal, R.N., School Nurse

GRADUATES OF PEMBROKE ACADEMY 1994

Allenstown

Courtney M. Allgeyer
Tamara L. Anderson
Tina Antalan
Stacy Leigh Beauchesne
Nathan J. Brochu
Jason W. Burbank
Daniel G. Champagne
Jamie L. Chouinard
Crystal Cloutier
Lisa Marie Coughlin
Jamie Dekraai
Chad Duford
Stephanie C. Falardeau
Jaime Lynn Froton
Nathan Alan Grenon
Harmonie Hamel
Erik Hamilton
Joshua S. Hamilton
Mark Hannemann
Jim Herron
Ryan Stuart Heuslein
Amy Lavertu
Tecorra C. Lawrence
Leslie Anne Menard
Kristin L. Parlangelie
Gary Raymond
Mary Ella Raymond
Jason Remillard
Nicole Ann Rivet
Julie Lynn Roberts
Sherri Sabeau
William Anthony Sabia
Christian Peter Stevens
Manon Tessier
Tara Lee Thibeault
Peter Thompson
Dawn Renee Tounge
Jacqueline Viar
Bonnie Marie Wells
Jeremiah A. Wilson

Barnstead

James S. Clark

Chichester

Angela Marie Bond
Nathan Brooks
Shannon Lynn Campeau
Erik Mark Darling
Frank E. Darling, IV
Heather E. Donovan
Jennifer Lynn Grafton
Emily El. Harris
Jonathan Martel
Eric Mayville
Andrew Justin Meehan
Walter Luke R. Morrison
Jamie Adam Pike
Susan Pozner
Jessica Ricker
Sarah Beth Snell
Christopher E. Weir
David Wilson

Deerfield

Kelly Lee Barnum
Ruth Anna Edwards
Kenneth Hartgen
Sandra L. Humes
Rachel Anne McGarry
Heather Lynn Mills
Christopher J. Nelson
Amy Sarah Tibbetts
Nicholas Ryan Tordoff
Joshua D. Weemhoff
Michael Woodruff

Epsom

Gretchen C. Balassone
Kathryn E. Brooks
Julie Anne Carignan
Amy Beth Caron
Christylynne Cotter
Kimberly Elaine Cutting
Melissa Ann Dauteuil
Lisa Marie Demers
Francis Doehner
Mike Drown
Dax Duclos
Josuah L. Dupuis
Stephanie L. Eccleston

Amy Rose Grandmont
David S. Hanson
Bryce Keeler
Robert Conrad Kitson
Lisa Mack
Dinah Martell
Kelly Jean Moulton
Amy Lyn Orff
Harmony Orr
Michelle Lynn Paille
David Philbrick
Justin J. Preisendorfer
Kelly Sarette
Michael Stevens

Pembroke

Lisa Marie Bertsimas
Stephanie Marie Boucher
Tyler A. Carantit
Stephanie Champagne
Mary Sandra Colby
David Michael Connor
Carin Marie Courtemanche
Rachel Ann Cruson
Tammy Dashnaw
Justin Davie
Matthew E. DeFelice
Jacob Mark Denoncourt
William R. Elliott
Terrance Fagan
Matthew A. Fish
Benjamin Alan Forbes
Bernard M. Fournier
Ryan J. Gagne
Jennifer Rose Gaulding
Marc Ronald Gelinas
Jessica Lynn Gignac
Keith Hagemeyer
Charles Hartford
Heather Angell Healy
Tamara Joyce Hopps
Nicole P. Houle
Amy Innarelli
James Adam Korpi
Amanda Lou LaFrazia
Robert Lagor
Derek Raymond Mailhot

Pembroke (cont'd)

Amy Lynn Manning
Alan Matthews
Matthew Brent Mattice
Simon Robert H. McFall
Keith Andrew McGuigan
Sarah Jane Menard
Jason Morin
Christie Lynn Morton
Michelle T. Mrazik
Roy Mullen
Megan A. Musil

Christopher G. Nadin
Sean Taisto O'Leary
Keith R. Paulin
Corinne Elizabeth Poggi
Jennifer Poirier
John Pollard
Keith G. Racine
Adam J. Raymond
Andrew Benton Reaves
Laura Ann Ridlon
Matt Russell
Tina Russell

David Salmon
Dayana O. Sanchez
Dominic P. Santacruce
Kimberly Anne Saturley
Bria Jean Seay
Ronnie Smith
Stacie Lynn Smith
Melissa Timmins
Seth William Tomas
Sean Robert Veilleux
Seth Ryan Vermilyea
Jennifer Lynn Zeaman

THREE RIVERS SCHOOL 1994 GRADUATES

Bethany J. Adams
Trinity Boehrns
Ryan K. Bedard
Lindsey S. Bergman
Korene P. Blais
Justin R. Boisvert
Charity L. Brann
Scott G. Corbett
Adam R. Contardo
Jonathan G. Connor
Elizabeth S. Clark
Jennifer A. Chouinard
Jennifer L. Charron
Megan A. Carroll
Kristy G. Daneault
Shane R. Davis
Andrea N. Delgado
Robert M. DeGrave
Jeffrey W. Dollar
Candice F. Douillette
Brienne L. Fleury
Abigail S. French
Matthew D. Fudala
Lisa M. Galica
Jamie A. Gamelin
Alison B. Gelinas

Richard L. Giles
Nathan E. Glodget
Adam G. Grant
Shanandoah R. Giffin
Sheridan S. Haggett
Kate A. Haley
Andrew J. Hanson
Courtney H. Hayes
Summer D. Henderson
Tina M. Henderson
Beth M. Innarelli
Nichole M. LaFrazia
Jung I. Lee
Seth O. Little
Jennifer M. Long
Christina E. Lopez
Nicole W. Luedtke
Susan E. Mahl
Katherine M. Manning
Craig R. Marcotte
Aaron Martell
Jessica E. Martin
John P. McDonnell
Karen L. Middleton
Jennifer B. Morrison

Wayne A. Nedeau
Tiffany M. Palys
Beverly C. Parent
Jason M. Proulx
David R. Preve, Jr.
Jason T. Polichronopoulos
Angela S. Perron
Dawn Plourde
Leonard Rams, IV
Mark M. Reynolds
Amber Lee M. Rogers
Scott D. Rowden
Andrea R. Rowell
Charles F. Ruopp, IV
Nicole A. Salmon
Lucille I. Sargent
James I. Severance
Dylan J. Sherwood
Rachel M. Smith
Stephanie M. Stidfole
Jessica E. Timmins
Angela M. Topliff
Jason M. Watson
Jessica M. Weeman
Kala F. Weinstein
Tiffany A. Westgate

TEACHER'S SALARY SCHEDULE

STEP	BA	BA+15	MA	MA+16
1	20,341	21,232	23,571	24,255
2	20,860	21,698	24,093	24,777
3	21,393	22,235	24,630	25,315
4	22,332	23,180	25,599	26,291
5	23,098	23,948	26,368	27,061
6	23,940	24,788	27,212	27,905
7	24,923	25,780	28,219	28,918
8	25,773	26,629	29,071	29,771
9	26,633	27,490	29,935	30,635
10	27,643	28,500	30,947	31,647
11	28,652	29,512	31,960	32,662
12	29,666	30,526	32,979	33,681
13	32,134	33,037	35,611	36,350

SCHOOL EMPLOYEE SALARY RANGES

1994-95

Secretaries	\$7.80/hr-10.66/hr
Teacher Aides	6.75/hr- 8.16/hr
Bus Drivers	38.74/da-40.29/da
Custodians	7.00/hr-12.17/hr
Lunch Program	5.39/hr-10.76/hr

SCHOOL OFFICER'S SALARIES

SCHOOL BOARD MEMBERS

Clint Hanson, Chairman	\$ 819.00
Susan Seidner	770.25
Gerard Fleury	770.25
Ryland Weisiger	770.25
Ingrid Lemaire	770.25

DISTRICT CLERK

Roberta Doore	\$25/Meeting
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MODERATOR

Tom Petit	\$65/Meeting
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DISTRICT TREASURER

Peggy Topliff	\$ 2,600.00
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DIRECTOR OF MAINTENANCE

\$ 32,718.00

INFORMATION ABOUT PEMBROKE

AREA	Approximately 22.64 Square Miles
ROADS	Approximately 70.24 Miles of Road
POPULATION	Approximately 6,520
INCORPORATED	1759
CHURCHES	Three, representing three denominations
SCHOOLS	Pembroke Village (K-1), Pembroke Hill (2-4), Three Rivers (5-8), Pembroke Academy (9-12)
STATE SENATOR, 15TH SENATORIAL DISTRICT	Sylvia Larsen
REPRESENTATIVES TO THE GENERAL COURT, DISTRICT 12	Gabby Daneault, Mary Ellen Pitman, Robert Varsalone, Randall Shaw
UNITED STATES SENATORS	Judd Gregg, Bob Smith
UNITED STATES CONGRESSMAN	Charlie Bass
ANNUAL ELECTION	2nd Tuesday in March
ANNUAL TOWN MEETING	Following Saturday after election

TOWN OFFICERS FOR THE YEAR 1894.

Moderator :

CHARLES P. MORSE.

Town Clerk :

PETER S. RAINVILLE.

Selectmen :

ALMON F. BURBANK.

EDWARD M. FOWLER.

GEORGE N. SIMPSON.

Treasurer :

FREDERICK C. LYFORD.

Highway Agents :

JOHN MARDEN.

FREDERICK B. WHITTEMORE.

THOMAS P. HOLT.

Collector :

MOSES W. LANCEY.

Supervisors :

LEVI L. ALDRICH.

STEPHEN H. FLANDERS.

THOMAS P. HOLT.

Inspectors of Elections:

EDMUND E. TRUESDELL.

WALTER S. CASS.

ELEAZER F. BAKER.

JOSEPH O. RAINVILLE.

Auditors :

MARTIN H. COCHRAN.

WINTHROP FOWLER.

School Board :

FRANK T. CHENEY.

HENRY T. FOWLER.

SARAH F. DEARBORN.